

## TIME TO VOTE ON THE TENTATIVE AGREEMENT!

With your ballot in the mail, it is now time to vote on the national Tentative Agreement for our new union contract, which includes three annual wage increases, protection of full, twice-a-year COLAs and no-layoff protections, additional career conversions for PSEs, gains for Part-Time Flexibles and many other improvements.

“The decision on ratification is yours, the members,” said President Dimondstein. “Your National Negotiations Committee and Executive Board strongly encourages you to read the Tentative Agreement, speak to your co-workers, and to vote YES on the Tentative Agreement. It is our union, our contract and our future!”

The APWU encourages you to read the proposed Tentative Agreement, which impacts your wages and benefits. It is being sent to every member and can also be found at [apwu.org](http://apwu.org). The ballot ratification process is administered by the American Arbitration Association (AAA). The ballots are in the mail, but do not delay your vote, as ballots must be returned no later than Feb. 23 by 9am.

The Tentative Agreement has the unanimous approval of the National Negotiations Committee and the support of the National Executive Board. On December 10, the Rank-and-File Bargaining Advisory Committee unanimously approved the Tentative Agreement for a ratification vote of the members. The Tentative Agreement with the USPS was reached on December 9 and, in accordance with the APWU Constitution, was presented by the

National Negotiations Committee to the Rank-and-File Bargaining Advisory Committee.

“Your negotiation team and national officers stand strongly behind this Tentative Agreement that delivers strong gains across the board for Full Time Career, Part-Time Flexible and PSE members,” Industrial Relations Director Vance Zimmerman said. “You, the members, now have the final say. We strongly encourage you to exercise your democratic right and cast your vote for ratification.”

The ratification packet includes your single-question ballot – Yes or No to ratify the agreement – as well as:

- A copy of the Tentative Agreement
- A summary of key provisions
- A letter from President Mark Dimondstein
- A letter from the Rank-and-File Bargaining Advisory Committee
- A return envelope

If you have questions or difficulties in returning your ballot, contact the AAA by calling 1-800-529-5218 or 1-800-273-0726 between the hours of 9am. to 5pm. ET, Monday through Friday.

**Ratification ballots must be returned and received by AAA, no later than 9am ET on February 23.** Members are encouraged to speak to co-workers and urge them to cast a vote for ratification. Voting in large numbers is how we show our unity and strength!

### Locals Encouraged to Get Out the Vote

To encourage participation in the contract ratification process, the national union will offer incentives to the locals that are most successful in mobilizing members to vote. To be eligible, locals must reach a voter participation level of at least 50%. The top three locals in each of several categories will receive monetary compensation to be used on behalf of local members. The incentives are as follows:

- 1-49 Members: \$200
- 50-99 Members: \$200
- 100-499 Members: \$1,000
- 500-999 Members: \$2,000
- 1,000+ Members: \$4,000

If more than three locals in any category generate 100 percent participation, all “100 percent” locals will receive awards.

### Let's Get Non-Members to Join the Union and Vote on the TA!

The APWU has sent a ratification packet to workers who are not members. The mailing includes a summary of new contractual provisions, a ballot, an invitation to vote in the contract referendum and an APWU membership form. Only by signing up to become members can they also vote on the Tentative Agreement.

**APWU**



# Every Vote Counts

***Our Union, Our Contract, Our Future!***

## VOTE YES FOR:

### Strong Pay Increases

- ✓ Including three annual wage increases and six Cost of Living Allowances for career employees
- ✓ Enhanced Pay Scales

### Job Security

- ✓ No-layoff protections for career employees with six years of service
- ✓ No-layoff protections for any current career employee on the rolls as of September 20, 2021 with less than six years of service
- ✓ 50-mile limit on excessing of employees

### Automatic PSE Conversions

for PSEs in Level 20 offices and above after 24 months of relative standing

### Part-Time Flexibles

- ✓ Increase in work hour guarantees
- ✓ One day off per week guaranteed

### Staffing, Work Rules, and Workplace Environment Improvements

## Ratification ballots are in the mail!

**Ballots must be returned and received by AAA by 9am on Feb 23.**

**Vote YES to keep the APWU Union Strong, All Day Long!**

