

RECORD-BREAKING \$1.18/HR COLA ANNOUNCED

In accordance with the 2021-2024 Collective Bargaining Agreement (union contract), full-time and part-time career employees represented by the APWU will receive a \$1.18 per hour cost-of-living adjustment (COLA), effective August 27, 2022.

The increase is the result of a rise in the Consumer Price Index (CPI-W). **It will appear in paychecks dated September 16, 2022** (Pay Period 19-2022). This new COLA represents an annual increase in pay of \$2,455 for all full-time career employees.

The COLAs are in addition to any general wage increases. This is the second cost-of-living increase under the 2021 union contract. The first, effective in February of this year, amounted to \$0.63 per hour or \$1,310 annually. The first two COLAs received as a result of the new union contract total \$1.81/hour or \$3,765.00 a year for full-time regular employees.

Postal Support Employees (PSEs) do not receive cost-of-living increases, but upon conversion will receive these COLA adjustments built into their salaries.

Rising inflation underscores just how important the continuation of our negotiated COLA is in our outstanding new union contract. The COLA is our best protection against inflation. Postal Workers are some of the few U.S. workers who receive automatic COLA increases. Even in the postal world, we are the only postal union that has maintained full COLA in our union contract.

“At times of high inflation, our union-won COLA is invaluable,” said APWU President Mark Dimondstein. “Every postal worker should be proud we fought hard and prevailed to keep full COLA in our new contract, ratified with a 94 percent ‘yes’ vote. It pays to be union!”

Go to apwu.org/pay-information to view pay scales.

AFTER PRESSURE, MANAGEMENT SETS RETROACTIVE PAY DATE: OCTOBER 28, 2022

As the APWU was preparing collective actions in response to the unacceptable delay in retroactive payments won in the 2021-2024 Collective Bargaining Agreement (CBA), postal management finally provided the union with firm dates the payments will be received by postal workers in APWU represented crafts.

The retroactive payments will appear as a pay adjustment on paychecks received October 28, 2022.

“Those in management responsible for overseeing these payroll changes had so little respect for postal workers that they apparently thought a May 2023 date for the retroactive payments would somehow be acceptable. This was outrageous,” said APWU President Mark Dimondstein. “Postal workers earned this pay, we deserve it, and we’re not in the business of giving management interest-free loans on the back of our labor.

“This delay in retroactive payments was unacceptable to everyone in our union,” said APWU Director of Industrial Relations Charlie Cash. “While we’re glad to have dates to look forward to, we have filed a national-level grievance seeking an appropriate remedy for all affected postal employees for this unwarranted delay.”

The CBA includes the following pay increases that must be paid to workers retroactively:

Effective November 20, 2021: General wage increases of 1.3 percent

Effective Nov. 20, 2021: Additional 1 percent pay raise for PSEs (who do not receive COLA)

Effective September 25, 2021: New pay scale for Grade 11

Effective Feb 26, 2022: Sixty-three cents/hour COLA, for career employees

Effective April 9, 2022: Fifty cents/hour increase for the PSEs

Each of the above adjustments was included in our new wage scales, effective on June 4, 2022, with the exception of the 50 cents/hour due to the PSEs.

The retroactive payments due to workers consist of the above adjustments on hours worked from June 4, 2022 back to the effective dates above, and between April 9 and July 30 for the PSE fifty-cent increase.

We will keep members updated on the grievance regarding this unacceptable delay.