

TAKE ACTION FOR DIGNITY AT WORK ON APRIL 28

Kick off the Campaign Against Toxic Work Environments!

This year, on Workers Memorial Day, postal workers across the country will take action to demand dignity, respect, and adequate staffing to get the job done.

Each year on April 28, working people around the country commemorate Workers Memorial Day.

The date is the anniversary of the passage of the Occupational Safety and Health Act (OSHA) in 1970, and serves as a day to remember workers killed or injured at work and to redouble the labor movement's fight to secure safe workplaces for all.

On Friday, April 28, we are kicking off our campaign against one of the biggest safety challenges that we face - toxic work environments.

Management Must Act on Toxic Workplaces!

Postal workers deserve a job where we can show up, safely do our work, and clock out knowing that we've contributed to the postal mission. But a vicious cycle of short staffing and a toxic work culture is hurting postal workers and the communities we serve. This is reaching a crisis-point and that's why we are taking action.

For far too long, the Postal Service's leadership has failed to promote a healthy workplace environment.

The culture of bullying and toxicity from managers has created a hostile work environment that makes workers' lives miserable, hurts everyone's morale, and, too often, forces dedicated workers out of the service.

This culture is made all the worse by the epidemic of understaffed postal workplaces. For years we have made miracles happen to get mail to its destination from understaffed facilities, but this lack of staffing is taking its toll on our health and safety, on the workplace environment, and on our service to the public.

This toxic environment, together with the crisis of short staffing across the country, is hurting our jobs and is hurting the public.

- Toxic workplaces hurt individual postal workers, who suffer effects on our mental and physical health.
- Toxic workplaces create physical hazards, as workers are unable to meaningfully report dangerous workplaces to managers who refuse to listen.
- Toxic workplaces hurt the service that we provide to the public. They lower morale, drive workers out of the Postal Service, and create a vicious cycle of worsening working conditions and poorer service.

FRIDAY, APRIL 28: IT'S TIME FOR ACTION!

Postal workers are saying "Enough is enough!" We are taking action together to demand Dignity and Respect from postal management so that we can end the short-staffing crisis, stop management's toxic practices, and keep delivering a strong public Postal Service.

EVERY ONE OF US CAN GET INVOLVED!

1) TAKE THE SURVEY:

The voice of one person may be ignored. When we all speak up together, we are unstoppable. Take the union survey on Workers Memorial Day to share your experiences.

2) WEAR A STICKER:

Look out for campaign stickers in the mail to wear on April 28 - Workers Memorial Day - and beyond, in support of our campaign to end toxic workplace environments and short staffing.

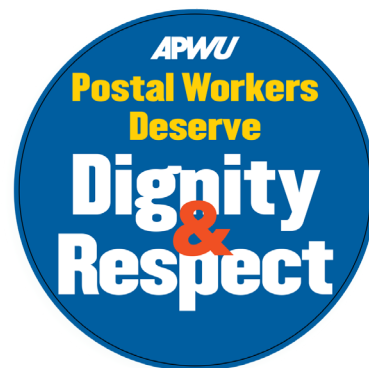
3) JOIN AN ACTION:

Public actions will be happening across the country, find out from your local leadership if one is happening near you, and join in.

WE CAN WIN THIS TOGETHER!

On April 28, wear your campaign stickers, attend a local rally, and let management know that it's time to stop workplace harassment! It's time to properly staff our workplaces!

For more information, visit: www.apwu.org/safe



THIRD COLA INCREASE

In accordance with the 2021-2024 Collective Bargaining Agreement (CBA), career employees represented by the APWU have received a \$0.10 per hour cost-of-living adjustment (COLA), effective March 11, 2023.

The increase is the result of a rise in the January Consumer Price Index (CPI-W). It appeared in paychecks dated March 31, 2023 (Pay Period 07-2023). The value of the COLA for full-time employees in each step and grade will increase by \$208.00 annually for full time, career employees.

The COLAs are in addition to general wage and step increases. This is the third cost-of-living increase under the 2021 CBA. The COLAs received so far during the 2021-2024 CBA total \$3,973.00. The first increase, effective in February 2022, amounted to \$0.63 per hour or \$1,310.00 annually.

The second, effective in August 2022 was \$1.18 per hour, or \$2,455.00 annually.

In light of the fact that Postal Support Employees (PSEs) do not receive cost-of-living increases, they have received several additional increases beyond the general wage increases for all employees in the APWU bargaining unit under the 2021 contract.

Rising inflation underscores just how important the continuation of our negotiated COLA is in our outstanding new CBA.

The COLA is our best protection against inflation. Postal Workers are some of the few U.S. workers who receive these increases. Even in the postal world, we are the only postal union that has maintained full COLA in our CBA.