

WE DID IT TOGETHER, NEW CONTRACT RATIFIED!

On July 10, APWU President Mark Dimondstein announced that members overwhelmingly voted in favor of ratifying the 2024-2027 National Collective Bargaining Agreement (CBA) between the APWU and the USPS. 95% of the members who voted, voted “Yes!” in favor of ratification. The vote tally was 34,867 votes for ratification and 1,863 against. President Dimondstein and Acting Postmaster General Doug Tulino signed the contract on July 11.

“Congratulations APWU family! I am pleased that our membership recognized the protections that this National Agreement provides to nearly 200,000 postal workers from all divisions,” stated APWU President and lead negotiator Mark Dimondstein. “With absolutely no givebacks, the contract protects the great gains achieved over many years of struggle with the no-layoff protections, full COLA as a true buffer against inflation, regular step increases, the 50-mile limit on excessing, and the two-year automatic conversion from non-career to career. There are general wage increases for the next three years, significant advances in bridging the divisive two-tier wage structure, the first increase in night differential in 30 years, and many positive work-rule changes.

“Every member should be very proud of this huge accomplishment,” he continued. “Our power at the bargaining table was driven by the strength of your solidarity and unity, the foundation of our union.”

Local and state organizations send many resolutions to APWU national conventions that help guide the national negotiators. The kickoff day of action, union gear days, and our “Union Proud, Say it Loud!” contract campaign built the message of unity and solidarity of workroom floor activism, helping secure a solid contract.

The Tentative Agreement was agreed upon and finalized by the negotiating parties on June 2, with the unanimous approval of the National Negotiations Committee and full support of the National Executive Board. It was then unanimously approved by the Rank and File Bargaining Advisory Committee and sent to the members for a ratification vote.

The ratification vote was administered by the American Arbitration Association (AAA). A subcommittee of the Rank

and File committee was on site monitoring the entirety of the vote count.

“I want to thank all those members who took the time to vote on this Collective Bargaining Agreement. This is an agreement that I am proud to have helped negotiate. The National Negotiations Committee, other officers, and the support staff all worked extremely hard to bring this contract to fruition,” said Industrial Relations Director and Chief Spokesperson Charlie Cash. “But there is more work to be done to get it implemented,” he continued.

Now that the APWU has ratified the new National Agreement, one of the first items to address in its implementation are the retroactive pay increases due to employees. These include the first general wage increase (GWI) of 1.3% for career employees, effective Nov. 16, 2024 and the \$395 per year cost-of-living adjustment (COLA) due to career employees, effective March 8, 2025. PSEs, who do not receive COLAs, will receive an extra 1% towards their GWI, for a total of 2.3%, effective Nov. 16, 2024.

APWU-represented bargaining unit employees in the Information Technology/Accounting Services (IT/AS) sector will soon begin programming the payroll system that is required to make these pay changes. Once programming has been completed, retroactive payments will be made to the affected employees, with the dates of these payments to be announced. Please check apwu.org for updated information on your retroactive payments.

Additionally, the APWU and the USPS are in the process of finalizing a print version of the CBA and updating the Joint Contract Interpretation Manual (JCIM). Once available, those publications will be posted on apwu.org. In the meantime, the summary terms of the Tentative Agreement can be found at apwu.org/tasummary.

“This contract, with no givebacks or concessions, provides a strong foundation for us to build on in the years to come,” concluded APWU President Mark Dimondstein. “At a time when government workers are facing layoffs and attacks on their union rights, this contract will help protect postal workers through the turbulent years ahead.”

95%
“yes” vote!

