

Terms of the 2021-2024 Tentative Collective Bargaining Agreement

- **Three-year contract: September 21, 2021 through September 20, 2024**

- **General Annual Wage Increases and Cost of Living Allowances (COLA)**
 - 1.3% November 20, 2021 (Will be Retroactive)
 - 1.3% November 19, 2022
 - 1.3% November 18, 2023
 - Six (6) Cost of Living Allowances (COLA) for career employees (March and September of each year) with no change to the current formula based on the July 2021 CPI-W. (After the fourth month of the six-month measuring period, the COLA increase is at \$0.39 per hour and will be based on the January 2022 CPI-W Index)
 - PSEs receive the general wage increases and an additional 1% increase each year in lieu of COLA (i.e. 2.3% each November)
 - \$0.50/hour additional increase for PSEs effective the first pay period of the second full month after the Agreement is ratified

- **Job Security**
 - No Lay-off protections for career employees with six years of service remain in full-force and effect.
 - Any current career employee on the rolls as of September 20, 2021, with less than six years of service will be included in the no lay-off protections for the life of the National Agreement, providing an additional 72,000 career employees protection from lay-offs.
 - 50-mile limit on excessing of employees
 - The current moratorium on subcontracting of Postal Vehicle Service (PVS) work will continue in its present form during life of the Agreement

- **Holiday Pay**
 - Juneteenth added to the holidays for career employees for a total of 11 paid holidays per year
 - PTF pay rate will be increased to reflect a total of 11 holidays each year, increase will be effective on January 1, 2022

- **Health Insurance**
 - No change to the Postal Service contribution to premiums for those participating in the Federal Employees Health Benefits Program.
 - 95% Postal Service contribution to premiums of the APWU *Consumer Driven Health Plan* (CDHP)
 - PSEs converted to career will receive credit for time they were enrolled in a FEHBP plan towards the 1-year qualifying period for the 95% Postal Service contribution to CDHP premiums

- **Enhanced Level 8 & 11 Pay Scales**
 - Grade 8 Pay Scale:
 - Bottom Steps FF-AA eliminated with Step A becoming the first Step.
 - New top Step P added
 - Employees currently in Grade 8 will move into new steps while retaining all credit toward next step

- Steps FF-BB moved to Step A
 - Step AA moved to Step B
 - Steps B-O moved up one Step
 - Grade 11 Pay Scale increased by an average of 2.3% prior to any general increases or COLAs
- **Part-Time Flexible (PTF) Work Rules**
 - Schedule guarantee of 24-hour per pay period, increased from 2 hours a pay period
 - Guaranteed at least four hours of work or pay when scheduled
 - Forty (40) hours of annual leave will be advanced at the start of each leave year for immediate use
 - Guaranteed a minimum of one (1) non-scheduled day each service week except during the peak season exception period with notice Wednesday the week prior
 - Within 90-days of ratification a One-time Voluntary Transfer Opportunity to residual full time regular vacancies in larger offices within a district.
- **Automatic Conversion of PSEs in Level 20 offices and above**
 - PSEs will be converted to career status upon reaching 24-months of relative standing
 - Clerk PSEs assigned to offices Grade 21 or higher will be converted to Full-Time Flexible with such assignments made in accordance with the Clerk Craft provisions of Art. 37.4
 - Clerk PSEs assigned to Grade 20 offices will be converted to Part-Time Flexible
 - MVS PSEs assigned in any size office will be converted to Part-Time Flexible
 - PSEs converted under this provision start at a new Step GG in Grades 5-7 and Step A in Grade 8.
 - Automatic Conversion does not apply to PSEs assigned to Grade-4 RMPOs
 - Conversions will still occur prior to the 24-months
 - The “Filling of Residual Vacancy MOU” and Article 37.5.D remains in full force and effect
 - MVS Craft Conversions will be made in accordance with Article 39.2.A.11
 - Conversion occurring earlier to 24-months start at Step FF for Grades 5-7 and Step-A for Grade 8
- **Other PSE Provisions**
 - Forty (40) hours of advanced annual leave upon completion of an initial 360-day PSE appointment in Level 20 offices and above.
 - PSEs assigned to Level 4 RMPOs receive an additional one (1) hour of paid annual leave per pay period upon completion of two (2) 360-day appointments
 - PSEs assigned to Level 4 RMPOs upon completion of two 360-day appointments will receive 40 hours of advance leave.
 - PSEs will be offered one (1) non-scheduled day each service week except during peak season with notice the Wednesday the week prior.
- **PSE Staffing**
 - The 12 PSEs per District assigned to Level 4 RMPOs will no longer count against the 20% District cap

- 10 PSEs in the 46 Package Support Annexes (PSAs) will not count against the District cap (for a total maximum of 460 PSEs) and will be allowed to work in any facility in the installation the PSA is attached to
 - A four (4) weeks “ramp-up” period prior to the start of accounting period 3, the 20% PSE District cap will be temporarily increased by 1% per week equating to no more than a 4% increase.
 - New protections for the OTDL during “ramp-up” whereby prior to utilizing a PSE more than 8 hours in a day or 40 hours in a service week, qualified and available employees on the appropriate OTDL will be utilized. No requirement to use an OTDL employee on the second non-scheduled at the penalty rate prior to using a PSE in excess of 40 hours.
- ***Uniform/Work Clothes Program Allowances***
 - 2.5% increase to the uniform/work clothes allowances in 2022, 2023, and 2024
 - Delivery/Sales Service Distribution Associate (DSSDA) will receive Type 1 uniform allowance
 - New “Rollover” program where unused funds can carry over to a successor allowance year
- ***Additional Work Rule Improvements***
 - Remote Encoding Center staffing ratio changed to 62% Full-time Regular and 38% PSE and all career duty assignments are Full-time Regular.
 - 90-day waiting period to use annual leave eliminated for new career employees with 90-days continuous service prior to their conversion.
 - Updated the Deaf and Hard of Hearing MOU
 - Work Environment Improvement Task Force
 - Work Place Free of Harassment
 - Enhanced and Expanded Services
 - Environmental/Sustainability issues, EAP, and Child and Elder care, included in the jurisdiction of the National Labor Management Committee
 - District Safety Committees made permanent
 - Right of Union Officials to Enter Postal Installations
 - Regional Safety and Health Representative Training Opportunities
 - Repromotion MOU
 - Article 8 Task Force to address excessive overtime, particularly in relation to non-list employees
 - Election Mail Task Force MOU
 - Full per diem for employees traveling to NCED
- ***Additional Clerk Craft Provisions***
 - Window training starts within 10-days after posting of the senior bidder
 - Updated NTFT duty assignments language
 - Pilot program to test new pecking order for the assignment of PTF Hub Clerks
 - Filling of Residual Vacancy MOU updated
- ***Additional Motor Vehicle Service Craft Provisions***
 - PTFs identified for conversion to FTR converted within 28-days
 - APWU will have opportunity to submit recommendations on new vehicles prior to specifications being sent to contractors and before manufacturing and completion of new vehicles

- National committee established to address training initiative and opportunities
- HCR limitation on Subcontracting MOU remains in full force and effect.

- ***Additional Maintenance Craft Provisions***
 - No additional custodial staffing packages will change from MS-47 TL-3 to TL-5 for life of the contract
 - Change the calculation method of PS Form 4852 for Juneteenth Holiday
 - Annual cap on the number of times an employee can be involuntarily assigned to off-site training courses
 - Career employee may request to be tested for maintenance craft positions and if rated eligible may request placement on the appropriate in-service register.
 - Updates to the posting of relief assignments in the craft
 - Agreement to consolidate and upgrade multiple legacy jobs.
 - Employees traveling to NCED for training receive full per diem for length of stay

- ***Additional Support Services Craft Provisions***
 - In Material Distribution Centers Maintenance Mechanic General Grade 7 eliminated and Building Equipment Mechanic Grade 9 added.
 - Penalty Overtime provisions applied to Operating Service employees