



Highlights of the Tentative Contract Extension

Listed below are the highlights of the tentative agreement to extend the 2000-2005 Collective Bargaining Agreement. The contract extension preserves the terms of the current agreement, with the following modifications. The full text of the agreement is enclosed in this mailing.

Salary Increases, COLAs

- A 1.6 percent wage increase will take effect March 18, 2006, based on the wages in effect following the September 2005 cost-of-living increase. This percentage increase exceeds the 1.3 percent that will be granted to other postal unions in November. Because it is based on the higher wages of September 2005, the dollar value is enhanced.
- Wage increases at the same percent and under the same terms will be granted to Transitional Employees (TEs).
- Cost-of-living adjustments (COLAs) will be granted in March and September 2006. The contract extension will enable members to enjoy the full benefit of the six-month COLA increase that accrues between August 2005 (after the final measuring period of the current agreement) and January 2006. Typically, when a contract is negotiated, the COLA base measuring period is moved, and three months worth of COLA is lost. When contracts are arbitrated, at least one cost-of-living adjustment is lost entirely.
- The projected annual values of the increases are estimated to be as follows:
 - March 2006 COLA: Approximately \$208
 - March 2006 1.6 percent increase (Level 5, Step O): Approximately \$728
 - September 2006 COLA: Approximately \$437

Upgrades

- Effective March 18, 2006, pay levels for the following positions will be upgraded one level:
 - CLERK CRAFT:** Air Records Processor, PS-5; TACS Time and Attendance Clerk, PS-5; Bulk Mail Clerk, PS-5; Ramp Clerk AMF, PS-6;
 - MAINTENANCE CRAFT:** Maintenance Mechanic, PS-5; Welder, PS-6; Carpenter, PS-6; Letter Box Mechanic, PS-6; Maintenance Electrician, PS-6; Painter, PS-6; Plumber, PS-6;
 - MOTOR VEHICLE SERVICES CRAFT:** Automotive Painter, PS-6; Vehicle Operations Assistant, Bulk Mails, PS-6; Body and Fender Repairman, PS-7.
- The upgrades will be based on a step-to-step upgrade, including credit for waiting period time already served.
- As Maintenance Mechanic, PS-4, positions become vacant, if the Postal Service fills the vacancies, they will be as Maintenance Mechanic, PS-5, positions.

(over)

Other Provisions

- No-layoff protection will be extended to all career employees who were on the rolls as of Nov. 20, 2000, for an additional year.
- Employees who work in offices where there is excessing from the craft or installation will be permitted to transfer to any office that is filling vacancies through the hiring process.
- A minimum of 18 Modified Work Week pilot programs will be established during the term of the extension.
- Employees will be granted an additional opportunity to be declared a successful bidder during the extension.
- Uniform and work clothes allowances will be increased.
- The memorandum of understanding that provides career opportunities to TEs will be extended. This protection will apply to TEs working in REC sites for the life of the extension; for non-REC TEs it will apply until Dec. 31, 2005, when they will be phased out, in accordance with the Collective Bargaining Agreement.
- Eligible employees who were denied VERA opportunities during 2004-2005 will be granted early-outs.
- The USPS will increase the maximum number of voluntary payroll allotments (from two to three).
- The USPS will provide information to the APWU at the national level regarding consolidation of installations.

Union Rights

- The union and management will each be granted the opportunity to advance two cases to the top of the national arbitration docket during the period of the extension. This will provide timely resolution of important national-level disputes between the union and management.
- In the 60-day period following ratification, the parties at the local level will be granted an opportunity to engage in local negotiations.
- The union will be provided all current handbooks, manuals, and published regulations that are on the USPS intranet in an electronic format on a semi-annual basis; reports that are currently provided to the union in hard copy will be transmitted electronically when possible.