

The Progress of Postal Workers' Salaries

1975 – 1978 **\$16,501** **22.38%**

A negotiated agreement was reached within the statutory period, with flat dollar salary increases in each year of the contract. The three-year agreement was ratified by union members. All major postal unions participated in the bargaining committee.

1978 – 1981* **\$21,630** **31.08%**

Negotiations resulted in a tentative agreement that included a capped COLA. The APWU Rank-and-File Bargaining Advisory Committee rejected the agreement, as did union members. Binding arbitration – provided for under the Postal Reorganization Act – was invoked to resolve the impasse. Arbitrator James J. Healy was retained to decide the COLA and no-layoff provisions. Locals threatened to strike. The bargaining committee included the APWU, National Association of Letter Carriers, and National Postal Mail Handlers Union. The National Rural Letters Carriers Association negotiated separately. The arbitrator's ruling uncapped the COLA and required six years of continuous service to achieve protection against layoff. The contract term was three years.

1981 – 1984 **\$24,173** **11.76%**

Negotiations resulted in a tentative agreement within the statutory period. The bargaining committee included the APWU and NALC. The three-year agreement was ratified by the membership of the two unions. The National Postal Mail Handlers Union and National Rural Letter Carriers Association negotiated separately.

1984 – 1987* **\$27,401** **13.35%**

Negotiations resulted in arbitration. Arbitrator Clark Kerr interpreted the standard of "wage comparability" required by the Postal Reorganization Act, and issued an award covering a 42-month period. The bargaining committee included the APWU and NALC.

1987 – 1990 **\$31,766** **15.93%**

Negotiations resulted in a three-year tentative agreement, which was ratified by the membership. The bargaining committee included the APWU and NALC.

1990 – 1994* **\$35,604** **12.08%**

Negotiations resulted in referral to arbitration. Arbitrator Richard Mittenthal imposed a four-year agreement, which included Transitional Employees. He referred the issue of the employer's contribution to health benefit premiums to a separate process. Arbitrator Rolph Valtin decided the issue of health benefits premium payment in 1993, which resulted in a 4 percent increase in employees' share of healthcare costs. The APWU and NALC bargained together.

1994 – 1998* **\$37,831** **6.25%**

Negotiations resulted in referral to arbitration. Arbitrator Jack Clarke imposed a four-year agreement. Each of the postal unions bargained separately.

1998 – 2000 **\$40,472** **6.98%**

Negotiations resulted in a two-year agreement, which was ratified by the membership. Each of the postal unions bargained separately.

2000 – 2003* **\$43,099** **6.49%**

Negotiations resulted in referral to arbitration. Arbitrator Stephen B. Goldberg imposed a three-year agreement. Each postal union negotiated separately.

** Indicates contracts that were decided in arbitration.*