



Highlights of the Award For National Postal Professional Nurses-APWU

On April 28, 2009, a three-member arbitration panel issued an award outlining the terms of the Collective Bargaining Agreement between APWU Nurses and U.S. Postal Service.

Duration

- The contract will cover the period from Aug. 18, 2007, to Aug. 10, 2012;
- Health benefits for 2013 will follow the pattern of the APWU National Agreement for that year.

Wages

Nurses will receive annual pay increases in the amount of the annual percentage increases in the Employee Cost Index (ECI) for each year of the five-year contract.

- A 3.3 percent retroactive raise, effective Aug. 18, 2007;
- A 3.1 percent retroactive raise, effective Aug. 16, 2008;
- Wage increases for 2009, 2010, and 2011 will be based on the ECI.

Job Security

- USPS Medical Units will be replaced with Occupational Health offices;
- Nurses will perform non-clinical work, including “case management” duties at the Occupational Health offices for postal employees who suffer job-related and non-job-related injuries;
- A new job description for the “case management” duties has been created;
- The USPS will no longer provide walk-in patient care to postal employees who become ill at work;
- If the Postal Service provides direct patient care, the work must be done by bargaining unit nurses;
- The complement of nurses will remain constant until the parties can agree on a new staffing plan;
- If the parties are unable to agree on a new staffing plan, the dispute will be returned to arbitration panel for final resolution;
- Protection against layoffs will continue for nurses who have achieved six continuous years of service;
- Protection against layoffs will be extended to nurses who were on the rolls as of Aug. 18, 2007;
- Contract nurses will be limited to three-month terms, provided that when a nurse is out of work on disability the period may be extended to six months.

Uniforms

- Nurses will be given the option of purchasing colored uniform-style pants and tops, as an alternative to white uniforms;
 - The uniform allowance will increase in each of the last three years of the contract.
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