

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

Re: Timeline for Local Implementation for the 2024-2027 Contract Term

The parties agree to the deadlines for appeal and discussion of impasse items, establishing the following timeline for the local implementation period should either party desire to open discussions:

- Negotiations Occur for 30 Consecutive-Days within a 60-Day Period

Commencing: **October 6, 2025 (Monday)**
And Ending: **December 5, 2025 (Friday)**

- Written Notice of Intent to Negotiate: No Later Than **October 20, 2025 (Monday)**
- Initial Proposals Must be Exchanged: within the first 21 days of the 30 consecutive day implementation period.
- All Negotiations End: **December 5, 2025 (Friday)**
- Appeal to Impasse: Not Later than **January 9, 2026 (Friday)**

(APWU to Labor Relations Service Center)

(USPS to APWU Regional Coordinator)

- APWU Region/USPS Area Impasse Discussions End: **February 27, 2026 (Friday)**
- Appeals to Arbitration: No Later Than **March 20, 2026 (Friday)**



Shannon Richardson
Manager, Contract Administration
(APWU)
United States Postal Service



Charlie Cash
Director Industrial Relations
American Postal Workers Union, AFL-CIO

Date: July 10, 2025

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