

Tentative Date for 2024-2027 National Agreement Pay Increases Announced

The July 2025 Cost of Living Adjustment (COLA) in accordance with the 2024-2027 Collective Bargaining Agreement (CBA) has been announced. Career employees represented by the APWU will receive a \$0.39 per hour cost-of-living adjustment. The COLA boosts pay by \$811 annually for full-time, career workers.

Great news – we were able to get this COLA in paychecks dated Sept. 26, 2025, with no delay from the contract ratification. Postal Support Employees (PSEs) do not receive COLAs, but have a general wage increase later this year.

Additionally, the Postal Service has provided the APWU with a tentative date for the November 2024 general wage increase and January 2025 COLA due under the new CBA. The pay increases

will be reflected beginning in pay period 19-2025 (begins Aug. 23, 2025) and will show in paychecks dated Sept. 12, 2025.

To be clear, this is not retroactive pay. It is only when the new pay rates start to be paid. If this date holds firm, that will mean that the retroactive payments to employees will encompass the period of Nov. 16, 2024, through Aug. 22, 2025.

The Postal Service has not provided the date that the retroactive payments for the period listed above will be made. The APWU will share this information with you as soon as the date of the retroactive payments is scheduled.

Updated pay charts can be found by visiting: apwu.org/pay-information.

APWU Launches Local Campaign to Celebrate USPS 250th Anniversary

As the Postal Service celebrates its 250th anniversary, the APWU is launching a national campaign to mobilize support for the public institution amid growing threats of privatization.

The campaign encourages APWU members to work with their union leaders and collaborate with local and state government bodies — including city councils, county commissions, mayoral offices, state legislatures and tribal governments — to pass proclamations recognizing the milestone and affirming support for the public Postal Service.

“The 250th anniversary gives us a great opportunity to build even more support for the public Postal Service in the face of billionaire-led efforts to privatize this national treasure,” said APWU President Mark Dimondstein. “These efforts seek to remove the Postal Service from public ownership and turn it over to private companies for profit.”

The APWU sees the proclamations as a critical tool in building public support for the Postal Service, good union jobs, and community

services at a time when the Postal Service is facing an “existential threat” from a presidential administration that is openly hostile to public services and a new postmaster general with ties to the private shipping corporation, FedEx.

With deep ties to every single community across the country, postal workers move mail to every home in America, no matter who you are or where you live. By partnering with the communities postal workers serve, the campaign will reinforce the need for a public, independent Postal Service while celebrating the achievements of the USPS for the last 250 years.

The APWU has provided local, state, retiree, and auxiliary leaders with sample proclamation language and is encouraging them to meet with elected representatives to build support for local resolutions. The union also recommends mobilizing postal workers, customers, and community members to attend meetings and speak in favor of the proclamations.

For more information or to access the sample proclamation, visit: apwu.org/250

APWU to ‘Unite and Fight’ in New Organizing Drive

Despite the many achievements of our union, we continue to face serious challenges that threaten our job security, our pay, benefits, and the very future of the Postal Service. So, how can APWU members fight back against attempts to privatize our Postal Service and keep it running for another 250 years? One way is by organizing new members into our union.

Local and state organizations are coming together to unite and fight back against threats to our work, our contract, and our public Postal Service. That is the theme of the new APWU internal organizing drive – “Unite and Fight.” The organizing drive will kick off on Sept. 1 and will run through Oct. 31.

One in five of our coworkers across the country do not belong to our union. Our goal is for 2,000 individual members to sign up at least one new member. Organizing is every member’s opportunity to grow and strengthen our union.

Why Organize?

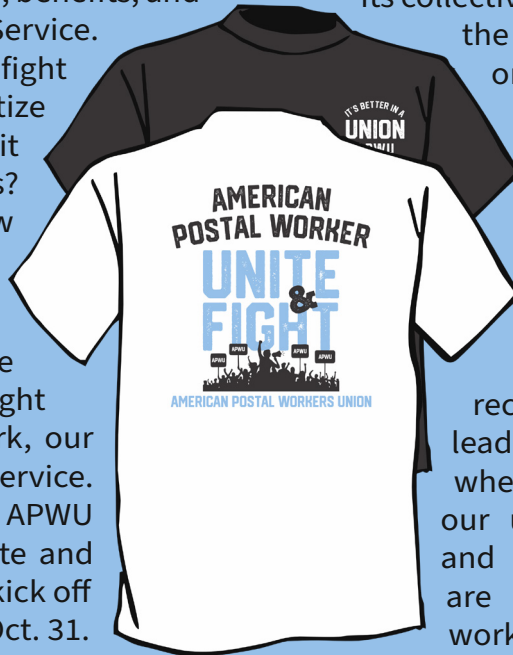
A union derives its power from its members joining together and exercising their collective voice to win on issues that matter most to

them. The more members in a union, the more representative it is of the workforce, the louder its collective voice, and the harder it is for the boss to play workers against one another.

Second, internal organizing is a good opportunity to make a union stronger by exercising its union muscles. Having conversations with coworkers, identifying and addressing workplace issues, recruiting new activists and leaders are things we can achieve when we develop a plan to grow our union, talk to nonmembers, and then find out what issues are most important to postal workers today.

Talking and acting like a union, leading and engaging in collective campaigns, and signing up new members allows us to flex our APWU muscles and grow stronger together. The APWU Organization Department, led by Anna Smith, has developed a toolkit of helpful materials to bring along with you when reaching out to nonmembers.

To access these tools and to get involved in this critical member organizing drive, visit apwu.org/unite-and-fight.



Attacks on Vote-By-Mail Outrageous, Untrue



The APWU strongly condemns continued attacks on Vote-by-Mail and the integrity of the United States Postal Service. On Aug. 18, President Trump posted

on Truth Social that “ELECTIONS CAN NEVER BE HONEST WITH MAIL IN BALLOTS/VOTING.” This is misinformation about mail-in voting — a time-tested, secure, and essential democratic practice that tens of millions of Americans rely on to cast their ballots.

Voting by mail has proven itself time and time again to be a safe, secure, and reliable method of voting. In the last national election, postal workers delivered over 97% of ballots from voters to election officials within just three days. The APWU proudly believes that every citizen can and should exercise their right to vote in every election. Any attempts via executive overreach or otherwise to intervene in a state’s ability

to administer its elections are an attack on democratic rights.

Undermining Vote-by-Mail is an attack on the right to vote itself. These baseless lies are also an attack on the dedicated postal workers who process and deliver ballots with the highest standards of security, professionalism, and care.

We reject any effort to politicize our work or discredit the vital role we play in our democracy. The right to vote should never be a partisan issue. The APWU stands with the American people in defending the hard-fought and cherished right to vote and the public Postal Service.

We call on elected officials at the local, state, and national levels to reaffirm their commitment to protecting Vote-by-Mail, the Postal Service, and the democratic rights of every American.

Postal workers will continue to deliver, no matter what.