

LEGISLATIVE PRIORITIES

APWU SUPPORTS ON-TIME RETIREMENT FOR ALL

Postal workers who begin their postal career as temporary employees are currently not allowed to make contributions to their retirement benefits until they become USPS career employees. This bill, if signed into law, would correct this injustice by providing career employees the opportunity to make up contributions to their retirement benefits and earn credit for the time they worked as a temporary postal employee. This will allow these employees to retire on time with their full, hard-earned retirement benefits.

THE FEDERAL RETIREMENT FAIRNESS ACT (H.R. 1522)

Lead Cosponsors: Rep. Emily Randall (D-WA-06), Rep. David Valadao (R-CA-22), Rep. Nikki Budzinski (D-IL-13) and Rep. Don Bacon (R-NE-02)

This bill, reintroduced in the House on February 24, 2025, would allow temporary postal and federal employees who are promoted to career positions the option of “buying back” the time that they worked as a non-career employee to use toward their retirement.

Temporary postal employees are non-career employees, such as PSEs, transitional employees, and casuals, who are unable to make contributions to their retirement benefits until they become USPS career employees.

After making career status, postal workers were previously allowed to make retroactive “catch up” contributions to their retirement benefits for all the time they worked as a temporary employee. Unfortunately, the authority to make retroactive payments expired on January 1, 1989.

Under the proposed “buy back,” eligible postal workers would make a deposit equal to the amount that would have been contributed to their retirement benefits, had they been career employees. The calculation is determined by the Office of Personnel Management (OPM).

This legislation would help postal and federal employees better prepare for their retirement. It would affect more than 100,000 APWU members who have converted from temporary to career positions.

