

APWU NEWS Bulletin

JONATHAN SMITH, President JUDY BEARD, Editor

Vol. 56, No. 02 • February 18, 2026

APWU PRESIDENT JONATHAN SMITH HOSTS SAFETY LIVESTREAM

On Tuesday, Feb. 10, APWU President Jonathan Smith hosted his first livestream, launching the union’s “Talk Is Cheap, Safety Matters” campaign. President Smith spoke about the need for vigilance and action from individuals, local unions, and the national union to better protect postal workers’ health and safety.

Postal workers work every day in a dangerous, highly industrialized environment filled with heavy machinery, vehicles, and repetitive tasks. The reality is sobering: the Postal Service consistently reports more workplace injuries than nearly all other federal agencies.

Historically, more deaths occur due to industrial accidents at the Postal Service than all other federal agencies combined. From extreme weather conditions and mechanical hazards, to hostile work environments that take away our dignity and put our mental health on the line, we deserve more.

Invited APWU guest speakers on the livestream included Mike Mize from the Michigan Postal Workers Union, Mitchell Taylor from the Atlanta Metro Area Local, Jamila Bush from the Reno Local, Jeff Lizardi from the New York Metro Area Postal Union, and Michelle Nadeau from the Long Island Area Local.

APWU National Safety and Health Representative Don Barron joined the stream to talk about the safety checklists that APWU National is distributing to help individuals and locals make sure that management is creating and keeping a safe and healthy working environment for postal workers.

To watch the livestream recording, scan the QR code below or visit: apwu.org/safety-livestream-feb-2026



APWU RELEASES SAFETY CHECKLISTS FOR WORKERS AND LOCAL LEADERS

As part of the APWU’s new “Talk Is Cheap: Safety Matters” campaign, the APWU has released safety checklists, which are currently available on the APWU website. There are two versions – one for individual members and one for your local union’s leadership – to use to make sure all postal workers are familiar with the safe working conditions owed to us by management in our workplaces.

APWU members and local leaders are encouraged to review the checklists and complete them together. Talk to each other, your stewards, and your local leadership to make sure that we are holding management accountable to their duty to keep workers safe. We want action because Talk Is Cheap—Safety is what truly matters.

To learn more about the APWU safety campaign and the checklists scan the QR code or visit: apwu.org/safety



TALK IS CHEAP! SAFETY MATTERS. Management has a duty to protect us and is failing. Use this checklist to ensure your workplace is complying with safety guidelines and makes safety assessable.

USPS Workplace Safety: Quick Reference Checklist for All Workers

- Do you know your local emergency call procedure and where emergency numbers are posted?
- Do you verify lockout at all energy sources before servicing equipment? Never bypass guards or emergency stops.
- Can you identify emergency exits, evacuation routes, muster points, and alarm signals? You can call 9-1-1 for life-safety emergencies.
- Do you only operate equipment for which you are trained and authorized?
- Is PS Form 1767 is available and accessible? Retaliation for reporting is prohibited!
- Do you use mechanical aids or team lifts when needed?
- Are all injuries and illnesses are reported to your supervisor immediately? You should obtain CA-1 (injury) or CA-2 (illness) form and receipt the same day.
- Do you isolate suspicious mail immediately? Do not handle; keep distance; wash hands; call USPS stating "emergency."
- Do you tag and remove defective equipment from service using PS Form 4707 and never operate unsafe or defective machinery?
- Do you document and report harassment that creates unsafe work conditions using PS Form 1767 and notifying your union representative?
- Do you know and exercise your safety rights? You have the right to a safe workplace, can report hazards without retaliation, and participate in safety programs.
- Are current local emergency contact numbers maintained and posted? Including emergency services, safety office, security, hospital, and injury compensation.
- Can you locate Safety Data Sheets (SDS) for chemicals in your work area? Do you isolate and report any leaking parcels or spills immediately?

Local Contacts (Post and Keep Current):

Rescue/EMS:	Hospital/Occ Health:
Police:	Fire:
Safety Officer/FSC:	Security:
Spill/Leak Team:	Injury Comp:



RETROACTIVE PAY INCLUDED IN PAYCHECKS DATED APRIL 10

As previously announced in August 2025, APWU members covered by the 2024–2027 National Agreement can expect to see their retroactive payments in paychecks dated April 10, 2026. These payments reflect increases to our wages secured through collective bargaining and enforced by the APWU on behalf of members. The amount of the retroactive payment is unique to each employee and cannot be estimated or predicted. It is based on an individual employee's work hours, leave, step progression, etc. The Industrial Relations Department will release a sample "paystub" for the April 10, 2026, pay date after the payments have been issued. The sample will include instructions on how to read and understand your paystub that includes the retroactive payment.

Retroactive pay will cover the period from Nov. 16, 2024, through Aug. 22, 2025. Employees who separated from the Postal Service during that period, including retirees,

remain eligible for retroactive payments if they had work hours or paid leave during the covered timeframe. Payments will be sent to the employee's last office of record.

For retirees, the USPS will transmit updated earnings records to the Office of Personnel Management (OPM). Any resulting annuity adjustments will be made by the OPM after those records are processed. Historically, the OPM has taken several months to update annuities after updated earnings records are transmitted.

Paired with the cost-of-living adjustment that will appear in March paychecks, these retroactive payments underscore the value of a strong union contract. APWU-represented employees are seeing real pay increases that were fought for at the bargaining table and secured through collective action.

THIRD COST-OF-LIVING ADJUSTMENT ANNOUNCED

In accordance with the 2024-2027 Collective Bargaining Agreement, career employees represented by the APWU will receive a 12 cent per hour cost-of-living adjustment (COLA), effective March 7, 2026.

The increase is the result of a rise in the Consumer Price Index (CPI-W). It will appear in paychecks dated March 27 (Pay Period 07-2026). The value of the COLA for full-time employees in each step and grade will increase annual pay by \$250, and the hourly rates for part-time employees will be adjusted accordingly.

The COLAs are in addition to general wage increases. This is the third cost-of-living increase under the 2024 contract. The first increase, effective March 8, 2025, amounted to 19 cents per hour or \$395 annually. The second increase, effective Sept. 6, 2025, was 39 cents per hour or \$811 annually. The total cumulative COLAs received during the 2024-2027 National Agreement so far is 70 cents per hour, or \$1,456 annually.

Because Postal Support Employees (PSEs) do not receive cost-of-living increases, they have received several additional increases beyond the general wage increases for

all employees in the APWU bargaining unit under the 2024 contract. COLAs are added to the base pay schedule, so PSEs will see these increases when they convert to career status.

Periods of rising inflation underscore the importance of our negotiated COLAs within our union contract, made possible by the strength of our membership. In our 2024-2027 contract, we fought to keep twice-a-year COLAs, our best protection against inflation. Postal workers are some of the few U.S. workers who receive COLA increases. Even in the postal world, we are the only postal union that has maintained full COLA in our union contract.

To help educate members on the importance of Cost-of-Living Adjustments (COLAs) and what they truly mean for your paycheck, the APWU has launched a new educational webpage and a short, two-minute video designed to break it all down.

Watch the video at apwu.org/cola or scan the QR code.



BE A PRIMARY VOTER!

With many competitive primaries this election season, it is important that everyone exercises their right to vote. Historically, primary election voter turnout is less than half of the general election turnout, according to the States United Democracy Center, a nonpartisan organization dedicated to the rule of law and free, fair, secure elections.

Primary elections are your opportunity to select the best candidate within the same political party. This is your chance to vote for candidates that have your back and will make life better for you, your family, and your community.

SCAN FOR YOUR STATE'S
PRIMARY ELECTION DATE



SCAN FOR YOUR STATE'S
VOTER RESOURCES

