

RETROACTIVE PAY INCLUDED IN PAYCHECKS DATED APRIL 10

APWU-represented employees covered by the 2024-2027 National Agreement received the retroactive payments owed to them in their April 10 paychecks. These include members of the Clerk, Maintenance, Motor Vehicle Service, Operating Services, and Material Support Crafts. Employees will see the retroactive payments listed on their paychecks as multiple “adjustments.”

To fully understand the retroactive payments, each person should download the full pay stub available to them on the USPS employee website. Pay stubs could be over 10 pages long. An explanation on how to read the pay stubs and understand the adjustment can be found at: apwu.org/retropay-explainer2026.

Each employee’s retroactive payment is based on the individual hours that they were paid to work and for paid leave. Thus, no retroactive payment will be the same. Only employees who were paid under one of the APWU Pay Schedules (denoted by letters P, C, or K) will receive a retroactive payment. If an employee was detailed to a non-bargaining unit position (204-b), they were paid under the Executive and Administrative Schedule (EAS) pay schedule and will not receive a retroactive payment. Employees who were paid by the Office of Workers’ Compensation Programs (OWCP) will also not receive a retroactive payment from the Postal Service.

If, after pulling the full pay stub and reviewing it, an employee believes they did not receive their retroactive pay, or their retroactive pay is incorrect, they should print out their pay stub and ask their state or local steward or officer to review it. State and local officers can contact the

Industrial Relations Department for review at that time. Please email a copy of the full pay stub in question to Lee Branca at Lbranca@apwu.org for review and consultation.

Employees will also receive an additional general pay increase of 1.5% effective November 14, 2026, with PSEs receiving an additional 1% increase at the same time. Career employees will also receive three more cost-of-living adjustments based on the movement of the Consumer Price Index (CPI-W (1967=100)) during the remaining term of the contract, which expires September 2027. Additionally, employees who have not reached the top step of their respective pay grade will continue to receive step increases.

The APWU-represented employees entitled to receive this retroactive payment will receive pay adjustments as follows:

Pay Period 25-2024 through Pay Period 18-2025 (20 Pay Periods)

- 1.3% General Wage Increase (all employees)

Pay Period 07-2025 through Pay Period 18-2025 (14 pay periods)

- \$0.19 per hour Cost of Living Adjustment (COLA) (career employees only)

Pay Periods 25-2024 through Pay Period 18-2025 (20 Pay Periods)

- Additional 1% for Postal Support Employees (PSEs)

Keeping Postal Facilities Safe with a Checklist on April 28 — Workers’ Memorial Day

Every day, postal workers provide a critical service to communities across the country. No matter how far the address, no matter the weather, we move the mail and get the job done.

But management is failing to meet its responsibility to follow the procedures that protect our safety and health. As postal workers are aware, serious workplace accidents and even deaths are far too common.

The Postal Service consistently reports more workplace injuries than nearly any other federal agency. Too many of us have been hurt. Some have even lost their lives. This is unacceptable.

That is why we are saying, “Talk is cheap, safety matters!” We demand more than promises—we need real action to prevent injuries and save lives. We can make that happen by standing together and demanding that management meet their obligations.

APWU national leadership recently mailed a safety checklist and a set of three “Talk is Cheap” stickers to every APWU member. The checklist is designed to help postal workers identify safety hazards and hold management accountable for fixing them in our workplaces. Use the checklists yourself and share them with your coworkers. Don’t wait for permission to protect yourself.

Then, on April 28—Workers’ Memorial Day—we are asking APWU members to wear the safety campaign stickers from our mailing. We also invite state and local organizations to observe a moment of silence and vigils to mark the occasion. Guidance for holding a vigil can be found on apwu.org/safety.

By staying informed, vigilant, and, most of all, united, we can make sure management treats workplace safety with the seriousness it deserves. We’re done accepting excuses. It’s time for action. To learn more and view the checklist, visit: apwu.org/safety.

ARE WE BROKE OR IS THERE HOPE?

USPS Finances and the Future of Our Public Postal Service

LIVESTREAM RECAP

On April 14, APWU President Jonathan Smith hosted a livestream with Legislative and Political Director Judy Beard titled, "Is the USPS Broke or Is There Hope?" to discuss the Postal Service's financial condition and answer APWU members' questions about the future of the USPS.

The livestream was held in response to the recent, frantic headlines declaring that the USPS is running out of money. Last month, Postmaster General (PMG) David Steiner testified to Congress that the USPS is in financial trouble and could run out of money within a year. Then, in the first week of April, an executive order to curtail Vote-by-Mail dropped, causing more concern, followed by management's announcement that the USPS is temporarily suspending Federal Employees Retirement System (FERS) pension contributions.

Director Beard provided a brief overview of the financial situation in the news, and what's at stake if reforms are not enacted. Despite the negative headlines, Director Beard remained optimistic that the APWU can work together with the other postal unions to fight for and deliver financial reform at the USPS, just as we have done in the past. We successfully fought for and secured federal funding during

the pandemic and helped pass the *Postal Service Reform Act of 2022*, which repealed the unfair health care prefunding mandate.

President Smith laid out the financial situation that PMG Steiner outlined in his testimony, followed by the APWU's vision for how to fix it in a way that works for postal workers and America. While the USPS is facing challenges, the APWU has been warning management and the public about these challenges for decades, and there are real, common-sense solutions available. President Smith urged viewers to commit to calling their congressional representatives to support those solutions.

During the second half of the livestream, President Smith held a Q&A session with APWU members about the financial situation at the USPS and the future of the Postal Service's role in America.

APWU Live with President Smith is held on the second Tuesday of each month. To watch a recap of the April livestream, visit apwu.org/live. And don't forget to tune in next month!

CHECK YOUR VOTER REGISTRATION STATUS

The midterm elections are approaching, and voter-roll purges are becoming increasingly common. So, you must verify your registration status well before Election Day.



To Check Your Registration, Visit:
nass.org/can-i-vote/voter-registration-status
Or Scan the QR Code



TALK IS CHEAP: SAFETY MATTERS.

Do you see a hazard, unsafe condition or practice in your workplace? If the answer is "YES," file a PS Form 1767 Report of Hazard, Unsafe Condition or Practice.

Postal workers have the guaranteed right to safe workplaces thanks to union-won safety provisions in our collective bargaining agreement. If you see hazards or unsafe practices in your postal facility, file a PS Form 1767. The forms should be available and accessible in all postal facilities.

If you see a hazard, unsafe condition, or practice:



- ✓ Report It
- ✓ Pursue It
- ✓ Don't Tolerate It



apwu.org/safety