

## NEW 2015 - 2018 APWU COLLECTIVE BARGAINING AGREEMENT HIGHLIGHTS AND TIME FRAMES

<b>LENGTH OF AGREEMENT</b>	<b>May 21, 2015 - September 20, 2018 (40 months)</b>
Early Outs	<b>THERE WILL BE NONE</b>
Non Traditional FT Jobs	<b>Eliminated in Function 1 Mail Processing and Motor Vehicle Function 3 A</b>
Non Traditional FT Jobs	<b>In Function 4 Offices now capped at 8%, excluding POSTPlan offices</b>
PTF Conversions	<b>More opportunities for PTF's to express preference to Full Time jobs.</b>
New Hires	<b>Enhanced Veterance Preference Hiring Procedure</b>
Plants	<b>No Plant Closures or Consolidations till at least April 2017</b>
Excessing	<b>No Excessing Beyond 50 Mile Radius</b>
Bereavement Leave	<b>"In-Laws" are now included</b>
USPS Services	<b>Enhanced &amp; Expanded Services Pilot Program must be started by July 8, 2017</b>
USPS Services	<b>No expansion of contract stations, village post offices and approved shipper programs</b>
Maintenance	<b>APWU Represented Employees will be placed ahead of non-APWU for in-service register selections</b>
<b>MVS</b>	
Motor Vehicle	<b>No Subcontracting out Driving Work during life of contract</b>
Motor Vehicle	<b>PTF's introduced back into the workforce capped at 20%</b>
Motor Vehicle	<b>No NTFT Duty Assignments</b>
Motor Vehicle	<b>Seniority will be used for scheduling vacations &amp; bids for (SP-2-188 &amp; SP-2-195) Open to MVS</b>
<b>PSE EMPLOYEES</b>	
PSE Conversions - Clerks	<b>New Language in Art. 37.5.D that Streamlines PSE Conversions to Career Status</b>
PSE Conversions	<b>Clerk Craft PSE's hired prior to Jan 6, 2014 in 200 Work year Installations will be converted</b>
PSE Conversions	<b>Maintenance &amp; MVS PSE's will all be Converted to Career</b>
PSE Conversions	<b>Allows for conversions of PSE's within a 50 mile radius</b>
PSE Uniform Allowance	<b>Will be allowed allowance for 3 Shirts</b>
PSE's (Maint. & MVS)	<b>Eliminated from those Crafts and those PSE's Converted</b>
PSE - Holiday Pay	<b>New Years, Memorial, Independence, Labor, Thanksgiving and Christmas Days</b>
PSE - Holiday Credit	<b>PSE's can credit Holiday Leave towards Annual Leave if they work their Holiday</b>
PSE Health Plan	<b>USPS Contributes 75% towards PSE Enrollment in the APWU-CDHP</b>
PSE Health Plan	<b>USPS Contributes \$125 per pay period towards any USPS Sponsored Health Plan</b>

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<b>2015</b>	
September 2015	Cost of Living Adjustment (Based on CPI for the month of July 2014)
November 14, 2015	Retroactive 1.2% Pay Increase (Career Employees)
November 14, 2015	Retroactive 2.2% Pay Increase (Postal Support Employees)
November 14, 2015	Retroactive \$.09 Per Hour Pay Increase (Postal Support Employees)
<b>2016</b>	
March 2016	Cost Of Living Adjustment
July 8, 2016	Layoff Protection is Granted to all Current Career Employees On the Rolls as of July 8
May 21, 2016	Uniform and Work Clothes Allowance Increased by 5%
September 2016	Cost Of Living Adjustment
By September 6, 2016	Maintenance PSE's Converted to Career (PTR's or FTR's)
By September 6, 2016	Motor Vehicle PSE's Converted to Career (PTF's or FTR's)
November 26, 2016	1.3% Pay Increase (Career Employees)
November 26, 2016	2.3% Pay Increase (Postal Support Employees)
<b>2017</b>	
January 1, 2017	Employees will pay additional 1% towards Health Benefits (Except APWU CDHP)
March 2017	Cost Of Living Adjustment
May 13, 2017	\$.20 Per Hour Pay Increase (Postal Support Employees)
May 21, 2017	Uniform and Work Clothes Allowance Increased by 2.5%
July 8, 2017	USPS must discuss with the APWU - More PSE Conversions to Career Employees
September 2017	Cost Of Living Adjustment
November 25, 2017	1.3% Pay Increase (Career Employees)
November 25, 2017	2.3% Pay Increase (Postal Support Employees)
<b>2018</b>	
January 1, 2018	Employees will pay additional 1% towards Health Benefits (Except APWU CDHP)
March 2018	Cost Of Living Adjustment
May 21, 2018	Uniform and Work Clothes Allowance Increased by 2.5%
May 26, 2018	\$.21 Per Hour Pay Increase (Postal Support Employees)
September 2018	Cost Of Living Adjustment
<b>2019</b>	
January 1, 2019	Employees will pay additional 1% towards Health Benefits (Except APWU CDHP)

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NOTES
MOU Page 320/322 still im effect
See attachment 7 / new Overtime language
Within a 50 Mile Radius
May Only pertain to MVS and Maintenance
See attachment 6
1 Year Moratorium
By September 6, 2016
By September 6, 2016
8hrs, 6hrs, 4hrs Depending on Office Size
After 1 Yr of Service
Upon Being Hired

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<b>NOTES</b>
No Monetary Guarantees
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