

Vote NO! The membership has earned more and deserves better.

Upon review of the proposed 2021 contract, I find it is severely lacking in any gains and if you consider inflation, this proposed contract is a large net loss of spending power for our membership over the life of this contract. Considering this offering from the negotiating team is in an environment of record low unemployment rates and the highest rise in worker's wages in recent memory, the 2021 APWU proposed contract is an insult to career members who have given up so much over recent contracts and to the PSEs who continue to be relegated to third-class status with the hope of only becoming a second class career employee down the road.

Please see the below spread sheet which shows the impact of the 2021 proposed contract on our members if this contract is approved through January 2023.

APWU Categories	Level 4 step O	Level 5 Step O	Level 6 Step O	PSE Lvl 5	PSE Lvl 6
Salary 9/20/21	\$63,921.00	\$64,994.00	\$66,151.00		
Salary 9/20/21 Hourly	\$30.73	\$31.25	\$31.80	\$17.62	\$18.69
11/20/2021 1.3% Salary Increase in Decimal	0.013	0.013	0.013	0.013	0.013
11/20/21 1.3% Salary Increase in Dollars	\$0.40	\$0.41	\$0.41	\$0.23	\$0.24
Member Pay after 9/20/21 Pay Raise	\$ 31.1308	\$ 31.6533	\$ 32.2168	\$ 17.8491	\$ 18.9330
1/22 Cola Adjustment Article 9 Sec 3	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
\$0.50 per hr. bonus if contract ratified (only PSE)	\$0.000	\$0.000	\$0.000	\$0.500	\$0.500
1% extra Raise for effected employees (PSE only)	\$0.000	\$0.000	\$0.000	\$0.176	\$0.187
Total pay increase	\$1.030	\$1.036	\$1.043	\$0.905	\$0.930
Mbrs Hourly Pay After 1/22 COLA Adjustment	\$31.76	\$32.28	\$32.85	\$18.525	\$19.620
BLS.gov CPI Inflation Calc 9/21-1/22 (2.49%)	-0.0249	-0.0249	-0.0249	-0.0249	-0.0249
Mbrs Purchasing Power lost in Dollars 9/21-1/22	-0.79	-0.80	-0.82	-0.46	-0.49
Mbrs Purchasing power gained w/proposed contract 9/21-1/22 per hr	0.24	0.23	0.24	0.44	0.44
Mbrs Hourly Pay After 1/22 COLA Adjustment	\$ 31.76	\$ 32.28	\$ 32.85	\$18.525	\$19.620
July 2022 COLA Adj (assuming same CPI increase as July21-Jan22 CPI)	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
Member Pay After 7/22 COLA assuming last 6 mos inflation rate	\$32.39	\$32.91	\$33.48	\$18.525	\$19.620
Mbrs purchasing pwr lost (3.75%)(BLS.gov CPI Inflation Calc)	-1.21	-1.23	-1.23	-0.69	-0.74
Mbrs Purchasing power lost with proposed contract 1/22-7/22 (per hr)	-0.58	-0.60	-0.60	-0.51	-0.54
TTL Mbrs Purchasing power lost with proposed contract 9/21-7/22 (per hr)	-0.35	-0.37	-0.36	-0.07	-0.10
Member Pay After 7/22 COLA assuming last 6 mos inflation rate	\$32.39	\$32.91	\$33.48	\$18.525	\$19.620
11/19/2022 1.3% Salary Increase in dollars	0.42	0.43	0.44	0.24	0.26
1% extra Raise for effected employees (PSE only)				\$0.185	\$0.196
Member Pay 11/19/22	\$32.81	\$33.34	\$33.91	\$18.951	\$20.071
1/23 COLA Adjustment (assuming CPI as (7/21-1/22)	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
Member pay after 1/23 COLA	\$33.44	\$33.97	\$34.54	\$18.95	\$20.07
Mbrs purchasing pwr lost Jul22-Jan 23 inflation (3.75%)(BLS.gov inflation calc)	-1.25	-1.27	-1.30	-0.71	-0.75
Mbrs Purchasing power lost 7/22-1/23 (per hr)	-0.20	-0.22	-0.23	-0.47	-0.50
TTL Mbrs Purchasing power lost with proposed contract 9/21-1/23 (per hr)	-0.55	-0.59	-0.59	-0.54	-0.60
Mbrs Hourly Pay After 1/23 COLA increase	\$33.440	\$33.970	\$34.540	\$18.950	\$20.070
7/23 COLA Adjustment (assuming CPI as (7/21-1/22)	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
Member Pay After 7/23 COLA assuming last 6 mos inflation rate	\$34.070	\$34.600	\$35.170	\$18.950	\$20.070
Mbrs purchasing pwr lost (3.75%)(BLS.gov CPI Inflation Calc)	-\$1.28	-\$1.30	-\$1.32	-\$0.71	-\$0.75
Mbrs Purchasing power lost with proposed contract 1/23-7/23 (per hr)	-\$0.65	-\$0.67	-\$0.69	-\$0.71	-\$0.75
TTL Mbrs Purchasing power lost with proposed contract 9/21-7/23 (per hr)	-\$1.20	-\$1.26	-\$1.28	-\$1.25	-\$1.35
Member Pay After 7/23 COLA assuming last 6 mos inflation rate	\$34.070	\$34.600	\$35.170	\$18.950	\$20.070
11/18/2023 1.3% Salary Increase in dollars	\$0.443	\$0.450	\$0.457	\$0.246	\$0.261
1% extra Raise for effected employees (PSE only)				\$0.190	\$0.201
Member pay after 11/18/2023 pay raise	\$34.513	\$35.050	\$35.627	\$19.386	\$20.532
Member Jan 2024 COLA increase assuming CPI as 7/21-1/22	\$0.630	\$0.630	\$0.630	\$0.000	\$0.000
Mbrs pay after Jan 2024 COLA increase	\$35.143	\$35.680	\$36.257	\$19.386	\$20.532
Mbrs purchasing pwr lost Jul23-Jan 24 inflation (3.75%)(BLS.gov inflation calc)	-1.29	-1.31	-1.34	-0.73	-0.77
mbrs purchasing pwr lost 7/23-1/24	-0.22	-0.23	-0.25	-0.29	-0.31
TTL Mbrs purchasing pwr lost with proposed contract 9/21-1/24	-\$1.42	-\$1.49	-\$1.53	-\$1.54	-\$1.66
Mbrs pay after Jan 2024 COLA increase	\$35.14	\$35.68	\$36.26	\$19.39	\$20.53
7/24 COLA adjustment (assuming CPI inflation calc)	\$0.63	\$0.63	\$0.63	\$0.00	\$0.00
Mbrs pay after 7/24 COLA increase	\$35.77	\$36.31	\$36.89	19.39	20.53
Mbrs purchasing power lost 1/24-9/20/24 (5%)(BLS.gov CPI Inflation calc)	-1.79	-1.82	-1.84	-0.97	-1.03
Members purchasing power lost 1/24-9/20/24	-1.16	-1.19	-1.21	-0.97	-1.03
Proposed Contract's Total Effect On Mbr Purchasing Pwr 9/21/21-9/20/24	-\$2.58	-\$2.68	-\$2.75	-\$2.51	-\$2.75

The table above assumes inflation continuing at the same rate as it has been over the last six months and reflects the raises and COLAs in the proposed contract. These calculations do not reflect the large losses our membership has suffered in spending power to inflation over the previous APWU contract. As you can see in the above table, the APWU Cost of Living increases in Article 9 do not come close to covering members spending power lost to actual inflation. 1.3% pay raises did not and will not make up for the predicted inflation going forward.

Our members deserve better. VOTE NO!

John L. Marcotte