

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 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 second-class status.

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	Level 5	Level 6	PSE	PSE
	Step O	Step O	Step O	Level 5	Level 6
Salary 9/20/21	\$63,921.00	\$64,994.00	\$66,151.00		
Salary 9/20/21 Hourly	\$30.731	\$31.247	\$31.803	\$17.620	\$18.690
11/20/2021 1.3% Salary Increase in Decimal	0.013	0.013	0.013	0.013	0.013
11/20/21Salary Increase in Dollars	0.39950625	0.4062125	0.41344375	0.22906	0.24297
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	\$0.242	\$0.242	\$0.242	\$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	\$0.641	\$0.648	\$0.655	\$0.905	\$0.930
Mbrs Hourly Pay After 1/22 COLA Adjustment	\$31.37	\$31.89	\$32.46	\$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	-0.78	-0.79	-0.81	-0.46	-0.49
Mbrs Purchasing power lost/gained w/proposed contract 9/21-1/22 per hr	-0.14	-0.15	-0.14	0.44	0.44
Mbrs Hourly Pay After 1/22 COLA Adjustment	\$ 31.37	\$ 31.89	\$ 32.46	\$18.525	\$19.620
July 2022 COLA Adj (assuming same CPI increase as July21-Jan22 CPI)	\$0.242	\$0.242	\$0.242	\$0.000	\$0.000
Member Pay After 7/22 COLA assuming last 6 mos inflation rate	\$31.61	\$32.14	\$32.70	\$18.525	\$19.620
Mbrs purchasing pwr lost (2.77%)(BLS.gov CPI Inflation Calc)	-0.88	-0.89	-0.89	-0.51	-0.54
Mbrs Purchasing power lost with proposed contract 1/22-7/22 (per hr)	-0.63	-0.65	-0.65	-0.51	-0.54
Mbrs Purchasing power lost with proposed contract 9/21-7/22 (per hr)	-0.77	-0.79	-0.79	-0.07	-0.10
11/19/2022 1.3% Salary Increase in dollars	0.41098143	0.417774862	0.425105318	\$0.241	\$0.255
1% extra Raise for effected employees (PSE only)				\$0.185	\$0.196
Member Pay 11/19/22	\$32.02	\$32.55	\$33.13	\$18.951	\$20.071
1/23 COLA Adjustment (assuming CPI as (7/21-1/22)	\$0.242	\$0.242	\$0.242	\$0.000	\$0.000
Member pay after 7/22 COLA	\$32.27	\$32.80	\$33.37	\$18.95	\$20.07
Mbrs purchasing pwr lostJul22-Jan 23 assuming inflation (2.77%)(BLS.gov ir	-0.89	-0.91	-0.92	-0.52	-0.56
Net Mbrs Purchasing power lost with proposed contract 7/22-1/23 (per hr)	-0.24	-0.25	-0.26	-0.28	-0.30
TTL Mbrs Purchasing power lost with proposed contract 9/21-1/23 (per hr)	-1.01	-1.04	-1.04	-0.35	-0.40

As you can gather from the above information, I believe the remainder of the proposed 2021 contract will be even worse financially for the membership. The table above assumes inflation continuing at the same rate as it has been over the last six months and reflects two of the three raises in the contract. Inflation is predicted to be at current levels through 2022 and into 2023. The remainder of the contract with only one raise will make it very difficult for our members not to lose more spending power to inflation. I did average inflation over the last 12 months and it did not change the projections appreciably and projections indicate 6 months is a more accurate representation. 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 inflation. 1.3% pay raises did not and will most likely not make up for the rise in inflation going forward.

Our members deserve better. VOTE NO!