

NEW 2015 - 2018 APWU COLLECTIVE BARGAINING AGREEMENT

HIGHLIGHTS AND TIME FRAMES

LENGTH OF AGREEMENT	May 21, 2015 - September 20, 2018 (40 months)	NOTES
Early Outs	THERE WILL BE NONE	
Non Traditional FT Jobs	Eliminated in Function 1 Mail Processing and Motor Vehicle Function 3 A	MOU Page 320/322 still im effect
Non Traditional FT Jobs	In Function 4 Offices now capped at 8%, excluding POSTPlan offices	See attachment 7 / new Overtime language
PTF Conversions	More opportunities for PTF's to express preference to Full Time jobs.	Within a 50 Mile Radius
New Hires	Enhanced Veterance Preference Hiring Procedure	May Only pertain to MVS and Maintenance
Plants	No Plant Closures or Consolidations till at least April 2017	See attachment 6
Excessing	No Excessing Beyond 50 Mile Radius	
Bereavement Leave	"In-Laws" are now included	
USPS Services	Enhanced & Expanded Services Pilot Program must be started by July 8, 2017	
USPS Services	No expansion of contract stations, village post offices and approved shipper programs	1 Year Moratorium
Maintenance	APWU Represented Employees wil be placed ahead of non-APWU for in-service register selections	
MVS		
Motor Vehicle	No Subcontracting out Driving Work during life of contract	
Motor Vehicle	PTF's introduced back into the workforce capped at 20%	
Motor Vehicle	No NTFT Duty Assignments	
Motor Vehicle	Seniority will be used for scheduling vacations & bids for (SP-2-188 & SP-2-195) Open to MVS	
PSE EMPLOYEES		
PSE Conversions - Clerks	New Language in Art. 37.5.D that Streamlines PSE Conversions to Career Status	
PSE Conversions	Clerk Craft PSE's hired prior to Jan 6, 2014 in 200 Work year Installations will be converted	By September 6, 2016
PSE Conversions	Maintenance & MVS PSE's will all be Converted to Career	By September 6, 2016
PSE Conversions	Allows for conversions of PSE's within a 50 mile radius	
PSE Uniform Allowance	Will be allowed allowance for 3 Shirts	
PSE's (Maint. & MVS)	Eliminated from those Crafts and those PSE's Converted	
PSE - Holiday Pay	New Years, Memorial, Independence, Labor, Thanksgiving and Christmas Days	8hrs, 6hrs, 4hrs Depending on Office Size
PSE - Holiday Credit	PSE's can credit Holiday Leave towards Annual Leave if they work their Holiday	
PSE Health Plan	USPS Contributes 75% towards PSE Enrollment in the APWU-CDHP	After 1 Yr of Service
PSE Health Plan	USPS Contributes \$125 per pay period towards any USPS Sponsored Health Plan	Upon Being Hired

Sam Wood - President
SOUTHWEST FLORIDA AREA LOCAL / AMERICAN POSTAL WORKERS UNION
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		NOTES
2015		
September 2015	Cost of Living Adjustment (Based on CPI for the month of July 2014)	No Monetary Guarantees
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)	
2016		
March 2016	Cost Of Living Adjustment	No Monetary Guarantees
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	No Monetary Guarantees
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)	
2017		
January 1, 2017	Employees will pay additional 1% towards Health Benefits (Except APWU CDHP)	USPS Pays 95% of APWU Consumer Driven
March 2017	Cost Of Living Adjustment	No Monetary Guarantees
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	No Monetary Guarantees
November 25, 2017	1.3% Pay Increase (Career Employees)	
November 25, 2017	2.3% Pay Increase (Postal Support Employees)	
2018		
January 1, 2018	Employees will pay additional 1% towards Health Benefits (Except APWU CDHP)	USPS Pays 95% of APWU Consumer Driven
March 2018	Cost Of Living Adjustment	No Monetary Guarantees
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	No Monetary Guarantees
2019		
January 1, 2019	Employees will pay additional 1% towards Health Benefits (Except APWU CDHP)	USPS Pays 95% of APWU Consumer Driven

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