

American Postal Workers Union, AFL-CIO
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Office of Joe Paul, President

President's Report **October 10, 2024**

As we approach our busiest time of the year for mail volume, it is important to take time to rest and recharge after work. The long hours can wear us down, but remember, this busy season will pass before you know it. On the bright side, we have four holidays between now and January 1, 2025, to look forward to!

The Collective Bargaining Agreement (union contract) between the American Postal Workers Union (APWU) and the United States Postal Service (USPS) governs the wages, hours, and working conditions of 200,000 postal workers. Our current contract was set to expire at midnight on September 20, 2024, and that deadline has passed. However, our National Negotiations Committee (NNC) has 'stopped the clock,' and an agreement was reached for both parties to meet at least once per week to review and reevaluate progress on a regular basis. The APWU has stated, *'It is also the position of the NNC that we will reevaluate progress regularly and invoke mediation if further negotiations are unproductive.'* You may recall a comparable situation in 2021, when a tentative agreement was reached in early December, which was overwhelmingly approved by our membership. We will keep you updated as we receive more information. In the meantime, you can always stay informed by visiting www.apwu.org.

A couple of weeks ago, we held our 2024 APWU Fall Seminar in Orlando, Florida. The event was a remarkable success, with strong attendance from Stewards and Officers within our local and many from across the state, as well as several National Officers. The seminar featured a wide range of valuable classes, all of which were well-attended, and we were fortunate to have excellent instructors. The knowledge and skills our local Stewards and Officers gained will benefit our membership.

The USPS has started the 'Postal Pulse' survey again. Notices are appearing on bulletin boards to encourage employee participation. However, the APWU continues to advise union members not to participate in this survey conducted by USPS management. Our negotiations for a new Collective Bargaining Agreement began on June 25, 2024, and any responses you provide in the survey could potentially be used against us during negotiations and arbitration. Please remember that the USPS sponsors these surveys, and the APWU does not support our participation in them. If your supervisors force you to participate, please let us know! We have seen various surveys, not just the 'Postal Pulse,' used against us as an attack on our jobs and livelihoods. The APWU does not believe these surveys have the best interests of our membership at heart. Remember the APWU's motto: **"Do not let the Postal Service take your pulse!"**

Open Season for the Postal Service Health Benefits (PSHB) Program will run from **November 11, 2024, through December 9, 2024**. According to posted notices and distributed materials, the Office of Personnel Management (OPM), in collaboration with the USPS, has been working to implement this new program as mandated by recent legislation. Be sure to stay on top of any information you receive in the mail to stay informed. I have already received numerous postcards and literature about the new plans, so be prepared when the time comes.



On Tuesday, October 1, 2024, the 'Day of Action' rally was held across 90 cities nationwide to advocate for Vote-by-Mail and demand year-round First-Class service. Rallies took place in front of postal facilities across the country, aimed at raising public awareness about USPS's service deficiencies and their impact on our communities. The event emphasized key issues such as the need for increased postal staffing, enhanced customer service, greater public input, and urging USPS to invest in its workforce by hiring and retaining dedicated employees.


Our Central Florida Area Local partnered with the Tampa Area Local, with over 55 members attending in support. Our collective presence was notable, especially due to the attendance and backing of Congresswoman Kathy Castor.



Never forget to request a Steward during an Investigative Interview, including those conducted by the U.S. Postal Inspection Service. Unfortunately, some members have failed to request representation in the past. It is important to remember that U.S. Postal Inspectors are not on your side. Always prioritize requesting a Steward for your protection.

I always emphasize the importance of every employee becoming a member of the APWU. Please take the time this week to speak with non-members and emphasize how vital their support is in maintaining the strength of our organization. Organizing our workplace is one of APWU's most critical priorities. We face ongoing challenges, and it is essential for everyone to unite to secure our collective future.

In Solidarity,


President