



PSEs RECEIVE HUGE GAINS IN WORK FORCE BENEFITS SETTLEMENT UPDATE

June 20, 2018

PSE Members, APWU HQ issued the message below today. *Fredric Jacobs*, **President. Local 78**

On June 13, 2018 the APWU and the Postal Service reached agreement on additional benefits for PSEs. This agreement came out of the APWU's dispute over a fund that was set up as part of the 2010 National Agreement first for PSE Health care then for additional PSE benefits. The APWU took its dispute over the Postal Service's failure to use the fund for its intended purposes to arbitration. The APWU's persuasive case brought the Postal Service to the table, and President Dimondstein after long negotiations and looking at every possible option under the memo negotiated pay, hour and additional benefits for PSEs consistent with the original purposes of the fund. The Postal Service agreed to the following:

- PSEs in their first year of employment can now get 65% of the premiums of the USPS Non-career Health Care Plan paid for by the Postal Service for all coverage levels (self, self plus one, and family).
- In their second year of employment, that premium contribution will increase to 75% for the USPS Non-Career Health Plan. PSEs can still switch over to the FEHB program after a year of service and if they join the APWU Consumer Driven Health Plan get 75% of those premiums paid by the USPS after a year in the FEHB program.
- PSEs who work as Sales, Service, and Distribution Associates (DA Code 81-4) and meet the eligibility requirements of ELM 933.2 will now receive the same base uniform allowance as career employees. Any PSE who has received the \$126/4-shirt allowance in 2018 will get the difference between the full allowance and what they have already used.
- PSEs will be eligible to be paid "Postal Overtime". PSEs will be paid overtime after 8 hours of work in a service day paid at the rate of 1-1/2 times their basic hourly straight time rate and receive "penalty overtime" (2 times their basic hourly straight time rate) for work hours in excess of 10 hours a day or 56 hours in a service week.
- All current overtime rules including the requirement to use career employees on the OTDL prior to assigning overtime to PSEs beyond 8 hours in a service day remain in place.
- PSE work hour guarantees in offices of 200 or more work years will increase from 2 hours to 4 hours for any day they are scheduled and report for work.

The agreement's terms will go into effect within the next four months while the Postal Service re-programs its payroll and uniform systems.

Vance Zimmerman
Industrial Relations Director
American Postal Workers Union, AFL-CIO