

IT IS TIME TO VOTE ON THE TENTATIVE AGREEMENT FOR A NEW UNION CONTRACT!

With ballots going in the mail on June 16, it is time to vote on the Tentative Agreement (TA) for our new, national Collective Bargaining Agreement (CBA) that includes three annual wage increases, the continued protection of our full, twice-per-year, cost-of-living adjustments (COLAs) and protections against layoffs – including for tens of thousands of members with less than six years' service, and the 50-mile limit on excessing. Additional provisions include the elimination of some entry level steps, restoration of one more top step in pay grades 4 - 7 on the lower tier pay scale, uniform allowance increases, and much more. All these gains were accomplished with no givebacks or concessions. For these new gains to be implemented, the TA must be ratified with a "YES" vote.

The American Arbitration Association (AAA) will administer the ballot-ratification process. Members will receive ballots very soon. We encourage you to not delay your vote, as ballots must be returned and received by AAA no later than 9 a.m. EST on July 10.

The Ratification Packet includes your single-question ballot – "Yes" or "No" – to ratify the agreement, as well as:

- A summary of the key provisions and a QR code that you can scan with a mobile device to access the proposed TA online
- A letter from President Mark Dimondstein
- A letter from the Rank and File Bargaining Advisory Committee
- A return envelope

If you have questions or difficulties with your ballot, or need to request a duplicate ballot, contact the AAA by calling 1-800-529- 5218 between the hours of 9 a.m. to 5 p.m. EST, Monday through Friday.

Members are encouraged to speak to coworkers and urge them to cast a vote for ratification. Voting in large numbers is how we show our unity and strength!

"The decision on ratification is yours, the members," said APWU President Mark Dimondstein. "Your National Negotiations Committee, National Executive Board, and Rank and File Bargaining Advisory Committee all strongly encourage you to read all the materials in the ratification packet, speak to your coworkers, and to vote 'YES' on the Tentative Agreement. We are union proud, and we should say it loud!"

"The National Negotiations Committee and your national officers, with the unanimous support of the Rank and File Bargaining Advisory Committee, support this contract. In the current era of attacks on organized labor and government workers, this contract will deliver guaranteed pay increases and job security for all APWU crafts," said Industrial Relations Director Charlie Cash. "The ratification process has begun, and I encourage every single member to vote 'YES' for this contract. You, the members, will have the final say if you exercise your democratic right and cast a vote for ratification."

To review the summary terms of the Tentative Agreement, scan the QR Code or visit our website at: apwu.org/tasummary



Locals Are Encouraged to Get Out the Vote

To encourage participation in the contract ratification process, the national union will offer incentives to the locals that are most successful in mobilizing members to vote. To be eligible, locals must reach a voter participation level of at least 50%. The top three locals that have the highest percentage of members who voted, in each of the five categories, will receive monetary compensation to be used on behalf of local members. The incentives are as follows:

1-49 Members: \$300 - 50-99 Members: \$300 - 100-499 Members: \$1,500
500-999 Members: \$2,500 - 1,000+ Members: \$4,000

If more than three locals in any category generate 100% participation, all "100%" locals will receive awards.