

FIFTH COLA INCREASE
ANNOUNCED

In accordance with the 2021-2024 Collective Bargaining Agreement, career employees represented by the APWU will receive a \$0.17 per hour cost-of-living adjustment (COLA), effective March 9, 2024. The increase is the result of a rise in the Consumer Price Index (CPI-W), and will appear in paychecks dated March 29, 2024 (Pay Period 07-2024). The COLA for full-time employees in each step and grade will amount to \$354.00 annually, and the hourly rates for part-time employees will be adjusted accordingly.

FIFTH COLA BY THE NUMBERS	
Per Annum	\$354.00
Per Pay Period	\$13.60
Cents Per Hour	\$0.17

COLAs are separate and in addition to general wage increases. This is the fifth cost-of-living increase under the 2021 contract. The first increase, effective in February 2022, amounted to \$0.63 per hour, or \$1,310.00 annually. The second, effective in August 2022, was \$1.18 per hour, or \$2,455.00 annually. The third, effective in March 2023, was \$0.10 per hour, or \$208.00 annually. The fourth,

effective August 2023, was 0.48 per hour, or \$998.00 annually. The total cumulative COLA received so far during the 2021-2024 National Agreement is \$2.56 per hour, or \$5,325.00 annually. Though Postal Support Employees (PSEs) do not receive cost-of-living adjustments, they have received several additional increases beyond the general wage increases for all employees in the APWU bargaining unit under the 2021 contract. However, when PSEs convert to career, the COLA increases are also included in their base wages going forward.

High inflation in recent years underscores the importance of our negotiated COLAs within our union contract, made possible by the strength of our membership. COLAs are our best protection against inflation. Postal workers are some of the few U.S. workers who receive COLA increases. Even in the postal world, we are the only postal union that has maintained full COLA in our union contract.

“Once again, union-won COLAs prove how invaluable our contractual rights are to postal workers and our families,” said APWU President Mark Dimondstein. “We will continue to fight to maintain full COLA provisions in our upcoming negotiations for a new union contract.”

For more information, visit: apwu.org/cola

Total Cumulative COLA Received During the 2021-2024 National Agreement				
#	Amount	Effective Date	Pay Period	Pay Date
1	\$1,310.00	February 26, 2022	06-2022	March 18, 2022
2	\$2,455.00	August 27, 2022	19-2022	September 16, 2022
3	\$208.00	March 11, 2023	07-2023	March 31, 2023
4	\$998.00	August 26, 2023	19-2023	September 15, 2023
5	\$354.00	March 9, 2024	07-2024	March 29, 2024
TOTAL	\$5,325.00			