



**NEXT GMM**  
**MARCH 27<sup>TH</sup>**  
**at 3PM**

## **FIFTH COLA ANNOUNCED!**

In accordance with the 2021-2024 CBA, APWU represented career employees will receive a \$0.17 per hour cost-of-living adjustment (COLA), effective March 9, 2024. This latest COLA increases members' pay by \$354 annually for full-time, career workers. It will appear in paychecks dated March 29, 2024 (Pay Period 7-2024).

Because PSEs do not receive cost-of-living increases, they have received several additional increases beyond the annual general wage increases that all employees receive under the 2021 contract. However, when PSEs convert to career, the COLA increases are also included in their wages going forward.

The COLAs are separate from and in addition to the annual general wage increases and step increases. This is the fifth cost-of-living increase under the 2021 CBA. The first COLA, which was 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 March 2023, was \$0.10 per hour, or \$208.00 annually. The fourth COLA, effective August 2023, was \$0.48 per hour, or \$998.00 annually. The total cumulative amount received so far in COLAs during the 2021-2024 CBA is \$ 2.56 per hour, or \$5,325.00 annually.

## **DISCIPLINE**

As a reminder to all of our members, I cannot stress how important it is to request a steward or contact the Union Office at 215-671-7719 if you are issued any form of discipline including a removal. Too often, our members are sent discipline to their address of record by Management, and the member never contacts the Union regarding this. While Management has the burden to prove disciplinary action is warranted and issued for *Just Cause* when the Union files a grievance on behalf of the craft employees in which we represent, that burden shifts to the Union. In order to be successful, it is imperative that any APWU Local #7048 bargaining unit craft employee who receives any type of discipline to immediately speak to a Union representative and inform he or she you wish to have a grievance filed on your behalf and allow the Union to conduct a thorough investigation. It is the responsibility of APWU represented bargaining unit employees to notify the local Union that they wish a timely grievance be filed, otherwise a grievance will not be automatically filed for those who received it via mail form the USPS.

In solidarity,

A handwritten signature in black ink, appearing to read "James DeRidder".

James DeRidder, President  
APWU Local #7048