



# POSTAL POLICE OFFICERS ASSOCIATION



## **Postal Police Officers Association Arbitration Award Signed** **Five Year Deal including FULL Retroactive Back Pay and Two Grade Level Increase.**

Neutral Arbitrator and Interest Arbitration Panel Chair David Gaba issued the final and binding decision on the terms of the 2017 Collective Bargaining Agreement between the Postal Police Officers Association and the United States Postal Service.

The Award was the product of a drawn-out four-year battle to remedy the wages and working conditions of Postal Police Officers. Those who read the volumes of interest arbitration hearing transcripts know that we were unwavering in our commitment to present the best case, evidence, and testimony possible. The Union devoted vast resources to do so. While no interest arbitration award can ever be said to completely favor one side over the other, the PPOA has achieved long sought-after goals, including:

1. A definitive decision on the status of PPOs as federal police officers. The answer turned on the testimony of PPOs, policing experts, labor economists and legal scholars—leaving no doubt in the eyes of the Arbitration Panel that PPOs are, indeed, POLICE OFFICERS.
2. FULL retroactive back pay beginning on day one of the new contract.
3. Continuing *No-Lay Off Protection*.
4. Two Grade-Level Increase for ALL PPOs.

Unless specifically changed, all rights and benefits in the previous contract carry forward into this successor contract. These include seniority and bidding rights, protections against unjust discipline, the grievance procedure, annual and sick leave, holiday and overtime pay, health and safety protections and so many of the important rights and benefits won over many decades of struggle.

### **LENGTH OF CONTRACT**

- Five Years: April 15, 2017 to April 15, 2022

### **TWO GRADE LEVEL INCREASE**

- ALL PPOs will be elevated from Grade 6 to Grade 8.
- Effective April 15, 2017, the basic salary of each PPO shall be increased by 3.2% to reflect the two grade increase.

### **GENERAL WAGE INCREASES**

Five annual general wage increases over the life of the Agreement:

- 2.6% effective May 13, 2017 (with full retroactive pay)
- 2.9% effective May 12, 2018 (with full retroactive pay)
- 3.0% effective May 25, 2019 (with full retroactive pay)
- 3.3% effective May 23, 2020 (with full retroactive pay)
- Effective the second full pay period after the release of the March 2021 ECI, each PPO shall receive a general wage increase derived from the Employment Cost Index (ECI). The basic annual salary for each step shall be increased by a percentage amount equal to the percentage change in the March 2021 ECI over the March 2020 ECI.

Combining the 3.2% Grade Level Increase and the 11.8% General Wage Increases amounts to a 15% wage increase over four years (an average of 3.75% per year). Experts forecast the March 2021 ECI over the March 2020 ECI to range between 1.5% to 2.5%.

### CAREER EMPLOYEE HEALTH BENEFITS

The FEHB Health Plans and benefits remain in effect for all PPOs.

- No change in employee share of premiums in 2017, 2018, 2019, 2020 and 2021.
- In 2022, the USPS contribution level for health premiums will be reduced from 76% to 72%. 72% is the share federal agencies pay for federal employees and the Postal Service pays for annuitants and EAS employees.

### UNIFORM ALLOWANCE INCREASE

- Effective May 21, 2021 the annual allowance for all incumbent PPOs shall be in the amount of \$416 per annum.

### TOP STEP RETROACTIVE PAY APPROXIMATIONS

• 2017 (3.2% GRADE INCREASE)	= \$7,440
• 2017 (2.6% GENERAL INCREASE)	= \$6,044
• 2018 (2.9% GENERAL INCREASE)	= \$5,058
• 2019 (3.0% GENERAL INCREASE)	= \$3,488
• 2020 (3.3% GENERAL INCREASE)	= <u>\$1,278</u>
	<b>\$23,308**</b>

\*\*Note: Approximations are for the Top Step in the PPO salary schedule. Approximations are based upon a 2,080 hour schedule and are subject to change depending on individual circumstances. Overtime, night differential, Sunday premium, and holiday pay will increase back pay calculations. PPOs who retired will be compensated for any time worked when the higher pay rates were due. Retirees will also receive any necessary adjustments to annuity payments—including retroactive annuity adjustments—if applicable. The PPOA is working on a calculator that officers can utilize to approximate their individual back pay calculations.