



DOES IT PAY
TO BE IN
THE APWU?

**YOU BET
IT DOES!**

*American Postal Workers Union, AFL-CIO
1300 L Street, NW
Washington, DC 20005
Cliff Guffey, President*

**Phone: 202-842-4200
Toll Free APWU Number:
1-877-USA-APWU
Website:
www.apwu.org**

*Produced by
The APWU Organization Department:
Martha Shunn King, Director
202-842-4227
Email: mshunn-king@apwu.org*

Postal
Support
Employees
(PSE)

**Benefits
at a
Glance**

**HERE ARE SOME EXAMPLES
OF WHAT
FIRST-CLASS
REPRESENTATION
BY THE APWU MEANS
FOR PSE UNION MEMBERS**

Postal Support Employee (PSE) Benefits at a Glance

WAGES

- ✓ Regular pay increases
- ✓ Night differential pay
- ✓ Time-and-a-half for overtime work in excess of 40 hours
- ✓ Higher level pay for higher level work performed
- ✓ Work hour guarantee when scheduled to report for work

JOB SECURITY

- ✓ Rights to Just Cause provisions
- ✓ Reappointments by seniority
- ✓ Preferential career appointments: When the need to fill vacancies with new career employees exists, PSE employees will be converted to fill such vacancies by seniority
- ✓ Opting on vacant full-time duty assignments

REPRESENTATION

- ✓ Representation in the grievance procedure
- ✓ An effective grievance procedure to adjudicate disputes with management
- ✓ Representation in contract negotiations
- ✓ Right to join the APWU and to become a Union Steward
- ✓ An active legislative program that fights for postal workers on Capitol Hill

UNION DEMOCRACY

- ✓ Direct elections of all union officers
- ✓ Membership ratification of contracts
- ✓ Access to a wealth of information - at union meetings, through the union's magazine, news bulletins, and Web site
- ✓ Having a voice and vote

BENEFITS

- ✓ Health Insurance: 75% paid by USPS for APWU Consumer Driven Health Plan after 360 day term and reappointment
- ✓ Annual Leave: Up to 4 hours annual leave can be earned each pay period
- ✓ Vacation Planning
- ✓ Unused leave cash in
- ✓ Holiday scheduling rights

MEMBERS ONLY PRIVILEGES

- ✓ APWU MasterCard
- ✓ Union Plus discounts
- ✓ Union Plus mortgage programs
- ✓ College and vocational scholarship programs
- ✓ Voluntary Benefits Plan, including term life insurance, dental coverage, group legal services, accidental death and dismemberment insurance, dental insurance and much more
- ✓ Accident Benefit Association
- ✓ The *American Postal Workers* magazine