



The

# Union Mail

Vol. 69 No. 3 | March/April 2026

Published by the NY Metro Area Postal Union

*"The Labor Movement was the principal force that transformed misery and despair into hope and progress."*— Martin Luther King, Jr.

## Women's History Month: Sharing Sisters' Stories



■ Anne Spencer, Nella Larsen, Ursula K. Le Guin and Toni Morrison are among the “women who tell stories” who have appeared on USPS stamps. Photo from news.USPS.com

**NY Metro Women Organize Their POWER**

pg. 4-5

# The Time Is Now to Stand Up and Fight. We Must Protect Our Jobs!



**Joseph Martir**

**T**he message to every clerk across the Manhattan Installation and throughout the surrounding areas is clear: the time is now to stand up and fight. The security of our jobs, the integrity of our work, and the future of the postal workforce are all

being challenged by a series of management actions that threaten the stability of our craft. Our Union has always believed that the strength of the workforce lies in unity, and today that unity is more important than ever.

Over the past several weeks, management has taken aggressive steps that directly impact the Clerk Craft. Not only have we seen the reversion of duty assignments, but management has now begun issuing Article 12 staffing packages in stations across the Manhattan Installation. These actions are not isolated incidents. They represent a coordinated effort to reduce staffing levels and restructure operations in a way that can significantly affect the livelihoods of postal employees.

Article 12 of the Collective Bargaining Agreement governs the movement of employees due to excessing. It is a serious contractual mechanism that should only be used when necessary and only after all contractual obligations have been met. Unfortunately, management has a history of attempting to use Article 12 as a shortcut to reduce staffing rather than addressing operational needs in a transparent and collaborative manner.

What makes the current situation even more concerning is that these actions are not limited to Manhattan. APWU headquarters has received an official notification of the network transformation initiative.

The Postal Service is preparing to transition to new facility types. Network Distribution Centers (NDC) and Processing and Distribution Centers (P&DC) will become Regional Processing and Distribu-

tion Centers (RPDC). Some RPDCs will expand to become Regional Transfer Hubs (RPDC-RTH).

Management at the New Jersey International Network Distribution Center (NJI NDC) is now proposing operational changes and/or new or consolidated facilities due to the implementation of RPDC and RPDC-RTH. Thus, excessing out of the installation may be foreseeable. This means that clerks could potentially be forced to relocate outside of their current installations, creating uncertainty and disruption for employees and their families.

In addition to these proposals, management has issued an official RI-399 notification, which signals potential operational changes. Historically, the RI-399 process is used when management plans to evaluate and possibly restructure operations, including changes to staffing levels, work hours, or the movement of work between facilities. While management often describes these reviews as "efficiency studies," postal workers know that these processes frequently lead to reductions in staffing and the consolidation of work.

The pattern we are witnessing is not new. Across the Postal Service, management continues to invest in automation and high-speed processing equipment capable of handling millions of pieces of mail daily. While technological advancements are inevitable, they must not come at the expense of the dedicated employees who have built and sustained this organization for generations. Postal workers are not disposable. Our experience, skill, and commitment to service are what keep the Postal Service functioning day in and day out.

The Union's position remains firm: any attempt by management to reduce staffing, revert positions, or excess employees must strictly comply with the Collective Bargaining Agreement. Article 12 contains numerous safeguards designed to protect employees from arbitrary displacement. Management cannot simply eliminate positions or move employees without demonstrating legitimate operational necessity

and following every step required under the contract.

Equally important, the Union will continue to challenge any actions that violate other provisions of the National Agreement. When management ignores contractual obligations, the grievance procedure exists to hold them accountable. Our Northeast Region Coordinator Tiffany Foster, NBAs, and shop stewards are actively reviewing these developments and preparing the necessary challenges wherever violations occur.

However, protecting our jobs cannot fall solely on the shoulders of Union representatives. It requires the awareness and engagement of every employee. Clerks, maintenance and motor vehicle service workers must stay informed about what is happening in their stations and installations. When you receive information regarding staffing packages, excessing notices, or operational changes, it is essential to communicate with your shop stewards and Union leadership immediately.

Solidarity is our greatest strength. When workers stand together, management cannot divide us or undermine the protections we have fought to secure. The history of the labor movement, and of postal unions in particular, shows that progress has always come when workers refuse to remain silent in the face of unfair treatment.

The challenges we face today demand that same level of commitment and determination. The potential loss of positions, the issuance of Article 12 notices, and the RI-399 operational changes are all warning signs that we must take seriously.

The message moving forward is simple: we must remain vigilant, stay informed, and stand united. The Union will continue to enforce the contract, challenge improper actions, and defend the rights of every clerk in our installations.

The time is now to stand up and fight. Together, we will protect our jobs, defend our craft, and ensure that the voices of postal workers are heard. ☑

Accreditations on Page 9

# STOP SAYING "It's Not My Job"

by Cassandra Black, Director of NJI-NDC



**Cassandra Black**

**M**anagement at the national level has made it clear: "It is not your job." Most of the new machine positions have been awarded to Mail Handlers through decisions made by USPS National Headquarters. The APWU challenged the RI-399 process at the national level but lost in arbitration regarding craft jurisdiction.

Locally, we have not yet had the opportunity to meet with Management and the Mail Handler Union. However, we have to ask ourselves realistically, do we believe they will voluntarily give jobs to the Clerk craft?

For those who have said, "It's not my job," understand that Management heard you. And for those who say, "The Union sucks" because we are not winning these positions, ask yourself two important questions:

1. What do you actually know about how craft jurisdiction is determined?
2. What have you personally done to protect your job?

Be mindful when using the word "job." A job means you come to work, perform assigned duties, and are compensated for that work. Words matter-and so

do actions.

The reality is straightforward: the NJI NDC clerk craft is facing the possibility of being excessed into another craft or potentially excessed out of the installation altogether. Local management has informed us that, effective March 21, 2026, the MaRS machine will be fully operational. As a result, SIPS, APBS, and APPS operations will cease.

Although management has stated that no abolishment letters have been issued at this time, clerks will be instructed to report to the blue room on "stand-by time."

Let me be clear: stand-by time is not a sustainable or business-feasible solution. No company can justify paying employees to sit idle indefinitely. While we have dealt with stand-by time in the past, local management previously had clear answers and direction. What is especially concerning now is that higher-level local management appears to have no clear plan for the future of the clerk craft.

Let me be clear: something major is on the horizon, and it's not likely to be good. Once the MaRS system is fully operational, it will be capable of processing 2 million pieces of mail in just 20 hours. By comparison, during our peak season in 2026, we handled roughly 1.1 million pieces in a day. The real question everyone should be asking is: where is all this additional mail coming from? Other facilities. And that means work, and jobs, will shift away from them as well. The

writing is on the wall, there might be no landing spots.

I've heard "The Union sucks" more times than I can count. But here's the reality: if you haven't attended NY Metro General Membership meetings, you haven't taken the steps to protect yourself or support the Union. Maybe the job doesn't matter to you enough to get involved?

Yes, we hold General Membership meetings over Zoom, and all you need is to be a member and have the app. But few attend, and even fewer take the opportunity to hear what's happening. Former NY Metro President and the new APWU National President Jonathan Smith spoke about changes and what the future holds in these meetings. The future of USPS is at NJI NDC, and its increasingly AI-driven.

Here's the hard truth: the Union is not a superhero. We can't solve everything. If we could, we'd make sure everyone comes to work on time to protect their livelihood. I've seen dedicated people step up to be stewards only to quit because it's a tough job especially when representing employees who then turn around and criticize the Union.

To everyone who doesn't understand what a Union is about: educate yourself. Research Union history, understand what they stand for, and who they stand with. Everyone has time to scroll and post online, but few take the time to truly learn. ☑

# NY Metro Women Organize Their POWER

By Andrea Adleman, Editor

There is an active NY Metro chapter of POWER.

All NY Metro members are invited to attend POWER meetings, held online on the fourth Thursday of the month at 5:30 p.m. Details appear on page 11. There is no membership application and all are welcome.

Among its recent projects was a food and clothing drive for people in need. It regularly holds wellness workshops on topics such as stress management and domestic and sexual violence awareness. In the spring, it will host a CPR class taught by the city Fire Department.

NY Metro helped to plan the 2025 POWER national convention, which was held in the city. “To witness a diverse sisterhood come together to encourage and persevere was remarkable,” said NY Metro POWER Chair Deborah Bethea, who is also the local’s Coordinating Vice President. “The experience was educational as well as informative. POWER is not just a movement. It’s a legacy that has been cultivated through the years. It bestows women a voice and a seat at the table so that we have a chance to be heard.”

Another attendee was Samantha Figueroa, NY Metro steward at FDR

Station. Sister Figueroa said she observed that the “true meaning of solidarity and strength in numbers was definitely demonstrated.” She learned from the “insightful discussions at the workshops and the enthusiasm of all. I appreciate everyone who took the time to pass on knowledge and answer the many questions that I had. I met so many brilliant people not only in the Northeast region, but all the other regions across the country.”

The NY POWER leadership team includes Chair Bethea, Alternate Chair Ebony Wright, Secretary Sharon Tyrell, and Treasurer Sandra Penny Guzman. ☰

## A Brief History of POWER

All APWU women are automatically members of Post Office Women for Equal Rights (POWER).

POWER unites postal women — and men as honorary members — in an institution designed to uphold and advance women’s rights. POWER works internally at all levels of APWU and externally in society at large.

Founded in St. Louis in 1979, POWER was incorporated into the APWU National Constitution (Article 13, Section 7) in 1980.

Its founding statement of purpose includes provisions to “establish a viable communications network for APWU women throughout the country to exchange ideas, issues, problems and solutions; to initiate and support educational programs; to promote affirmative action programs in the APWU; to assist women in achieving leadership roles with the ultimate goal of equalizing participation in leadership positions; to enhance harmony within the realm

of the National APWU Executive Board; and to work in cooperation with other groups and individuals where possible and appropriate to promote women’s rights and advance the labor movement.”

APWU Research and Education Director Joyce B. Robinson reported on the status of working women. “Women make up nearly 47% of the workforce and hold approximately 45% of jobs at the USPS,” Director Robinson wrote in a 2025 article. “Although women make up a larger percentage of the APWU membership, and thus pay more dues than men, they hold fewer elected offices at the local, state, and national levels. There are only 28 national officers that are women, compared to 55 that are men.

“APWU POWER has assisted women in obtaining the knowledge and skills needed to level the playing field in our union and has opened doors to opportunities for women across the country through educational seminars, workshops, and

regional conferences. As a result, POWER sisters have become actively involved in their local and state unions and the political process, contributing over \$200,000 to the APWU’s non-partisan Committee on Political Action (COPA) fund to assist in protecting employment benefits, improving working conditions, and ensuring job security.”

NY Metro co-hosted the 2025 National POWER Convention in New York City. Together with Brooklyn, NY Metro welcomed the hundreds of attendees and supported all aspects of the successful convention.

Convention delegates passed a motion to name the 2025 convention for the late great Josie McMillian, one of the founders of POWER. She was NY Metro’s legendary president in the 1980s and ’90s. In holding this office, she was the first African American woman to become president of an APWU local. ☰

# Deborah Bethea Elected to National POWER Office

NY Metro’s Deborah Bethea was elected to national office at the 2025 POWER convention. She was voted in as First Alternate Coordinator of the Northeast Region. In this capacity, she assumes oversight if the Regional Coordinator is absent.

“Equality and dignity are why I do what I do,” said Sister Bethea. “I’ll never

stop fighting for what we deserve as women and postal workers.”

Sister Bethea is the Coordinating Vice President of NY Metro and chair of the POWER chapter. She is a Church Street Station clerk who has twice served as Clerk Craft Director.

This is one POWERful sister. ☰



## Resolved: Women are Leading the Change

Adopted by the National Executive Board on February 23, 2026

The APWU issued a Women’s History Month proclamation to recognize women’s contributions to postal workers and American society.

### “A Woman’s Place is in her Union”

*Whereas the great contributions of American women in shaping our nation are observed in March, during Women’s History Month; and the 2026 theme is “Leading the Change: Women Shaping a Sustainable Future;”*

*Whereas women of every race and ethnic background have been in the forefront of every major progressive movement for social change;*

*Whereas women have been leaders, not only in securing their own rights of suffrage and equal opportunity, but also in the*

*abolitionist movement, the emancipation movement, the civil rights movement, the peace movement, and other movements;*

*Whereas women have played and continue to play a critical role in the labor movement;*

*Whereas women have played a unique and powerful role in the American Postal Workers Union;*

*Whereas despite these contributions, the membership of women in unions and in the American Postal Workers Union lags behind their representation in the workforce;*

*Whereas the APWU has conducted successful women’s organizing campaigns;*

*Now, therefore, be it resolved that the American Postal Workers Union designates March, Women’s History Month, to launch the next phase of its campaign to organize women postal workers to join the APWU, and be it;*

*Resolved: The APWU calls upon union officers, activists, and members to engage in appropriate programs, ceremonies, and activities to accomplish this great undertaking. ☰*



# In Loving Memory of Fallen Sisters

## NY Metro Donates to Cancer Center in Honor of Flo Summergrad, Jackie Owens, and Gynteen Cuthbert-Felder

By Andrea Adleman, Editor



■ Flo Summergrad



■ Jackie Owens



■ Gynteen Cuthbert

**NY** Metro is proud to announce a generous donation to the Memorial Sloan Kettering Cancer Center. The donation honors three NY Metro leaders lost to cancer.

Flo Summergrad, Jackie Owens, and Gynteen Cuthbert-Felder made invaluable contributions to postal workers, each in her own way.

Flo was a nationally known leader and writer/editor who championed postal workers for more than 50 years. She was a steward at the NDC in Jersey City, rising to NY Metro Clerk Craft Director and Executive Board member. Through the decades, she was also an award-winning editor of the Union Mail. She enthusiastically accepted the responsibility – and embraced the challenge – to tell the stories and document the history of postal workers past and present.

“Flo was an icon not just locally, but nationally,” said NY Metro President Joseph Martir. “She was recognized at

bulk mail centers across the country. She left us with a wealth of knowledge.”

Former NY Metro President and current National President Jonathan Smith recalled, “Flo never forgot your birthday; Flo never saw crafts or unions (mail handlers or APWU). Flo always saw people that needed help. Fighting for those that were too afraid to fight for themselves was Flo’s love language.”

Flo died in 2024 at the age of 76.

Jackie was a clerk who seemed to be everywhere and do everything for the union. In her 35 years of service, she was Assistant Director then Director of Morgan P&DC, where she gave her all to postal workers. In the 2010s, she became Secretary-Treasurer of the union.

Whenever a call to action went out, Jackie showed up. Her smile and activism lit up meetings, field mobilizations, marches, protests, and more. When a member needed support, Jackie was there to listen and help resolve problems.

She brought “light, laughter, and

confidence to everyone she touched,” said President Smith.

Jackie died in 2024 at the age of 67.

Gynteen was a longtime expeditor and clerk at the Dominick V Daniels Processing & Distribution Center. For about 20 of her 30 years, she was a T1 steward.

“Gynteen had a heart of gold and would do anything in her power for anyone and everyone,” said her co-worker, friend, and steward Melissa Wimberley-Jones. “As a steward, she was known as the ‘quiet storm.’ Management never saw her coming. As an expeditor, all the drivers loved her.”

She took her steward duties seriously and represented members with great professionalism, but she also had a silly side, said steward and friend Trudi Johnson. She could laugh and bring good cheer to a room.

DVD Director Howard Satterfield remembers how Gynteen rose from a steward to Assistant Director of DVD.

“Gynteen was eager to learn how she could contractually fight for and help her co-workers, which she did with selfless dedication,” said Director Satterfield. “Even after she completed her term as Assistant Director, Gynteen requested to continue as a steward.

“I remember the last conversation we had the last time I saw her, just days before her untimely passing. Despite her illness, she was on the platform still doing her expeditor duties. It was late, well past my tour. She called out to me, ‘Howie, what are you still doing here?’ I joked, ‘That’s a good question.’ She laughed. I asked how she was doing. She said, ‘I’m

blessed.’”

Gynteen died in 2024 at the age of 53. The union’s donation was made during Women’s History Month. The postal women lost to cancer were inspiring and effective leaders who received the torch from those before them, served their time with distinction, and passed the torch to the next generation to carry forth the history of women postal workers and unionists.

“The union is honored to keep our sisters’ spirits alive through this cancer research donation we made during Women’s History Month,” said Secretary-Treasurer Denisha Dobbins. “We

feel the loss of these incredible women every day. We hope there comes a day when cancer is a thing of the past, a topic studied in history books. We’re giving what we can to this cause. From workers’ rights to curing cancer, the union is fighting to make people’s lives better.”

Secretary-Treasurer Dobbins expressed deep appreciation to the NY Metro cancer t-shirt committee that made the donation possible. Essential support came from the dedicated committee members, membership, and all others who got involved, spread the word, bought shirts and otherwise helped make the campaign a success. ☑

# In Memoriam: Rev. Jesse Jackson was APWU Family

**T**he APWU issued the following statement on the February 2026 death of civil rights leader Rev. Jesse Jackson.

Rev. Jackson’s connection to the Postal Service was personal. He was raised by a postal worker. His stepfather, Charles Henry Jackson, was a post office maintenance worker in Greenville, SC, who adopted the young Jesse and gave him the name he would carry for the rest of his life. A good union job in the Postal Service

helped give a family stability, and from that family came one of America’s greatest civil rights leaders.

And Rev. Jackson never forgot where he came from. He came back and stood with us, again and again.

In 2010, he marched with thousands of APWU members through the streets of downtown Detroit to Save Saturday Service, telling the crowd, “We are postal workers fighting back. It’s time to save our

jobs and Save Our Service!” In 2014, when the APWU launched the “Stop Staples” campaign to fight privatization of our retail operations, Rev. Jackson was there again, rallying alongside our members in Chicago and leading chants of “Public jobs belong to public people.”

The best way to honor Rev. Jackson is to keep fighting for our jobs, our service, our communities, and the public Postal Service he loved and defended. ☑



# New York Metro Training Classes Change the Game

by Andrea Adleman, Editor

## FROM PEOPLE TO POWER: ALL ABOUT ARTICLE 16

When we say “union,” you say “power.” It combines into union power, but not by magic. It takes work. It takes unionists rising up to do the work.

NY Metro stewards answered the call and got down to work at an Article 16 training session in late January.

Dozens of stewards came together in person and online to learn the ins and outs of Article 16, the contract provision covering disciplinary and discharge procedures. It calls for positive and constructive steps in disciplinary cases (called progressive or corrective discipline) and requires management to prove “just cause” for terminations.

National Business Agents Peter Coradi, Elizabeth Swigert, and Clifton Johnson conducted the training, which focused on the most common and lesser known aspects of the provision.

NY Metro President Joseph Martir thanked the local’s Executive Board as well as the national leaders who made the training possible: APWU President Jonathan Smith, Northeast Region Coordinator Tiffany Foster, and Eastern Region Coordinator Vince Tarducci.

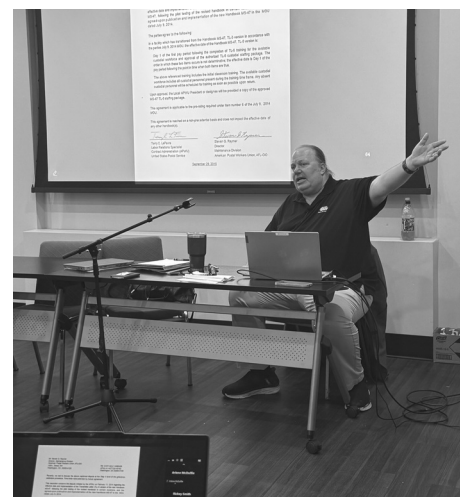
“Your support in allowing this training demonstrates a continued commitment to ensuring our representatives are knowledgeable, prepared, and equipped to properly defend and represent our members,” said President Martir.

## GETTING STRAIGHT TO THE HEART OF LINE H

NY Metro maintenance workers attended a Line H training to gain a stronger understanding of its effects on their wages and hours. Dave Sarnacki, APWU National Maintenance Business Agent for the Northeast Region, guided NY Metro members through an in-depth presentation on Line H.

Simply put, Line H is the total yearly custodial work hours for a facility, based on the MS-47 Handbook. It gets more complicated from there. Stewards learned how to be watchdogs and see potential problems. Use of contractors, questionable math, inaccurate data, and other irregularities can reduce pay rates and the amount of in-house work for custodians represented by NY Metro.

“It’s not easy to make sense of Line H, but the payoff could be more dollars and cents in workers’ pockets,” said NY Metro President Joseph Martir. “We thank Brother Sarnacki for teaching our maintenance workers how to get what they deserve.”



## ARTICLE 32 AND YOU

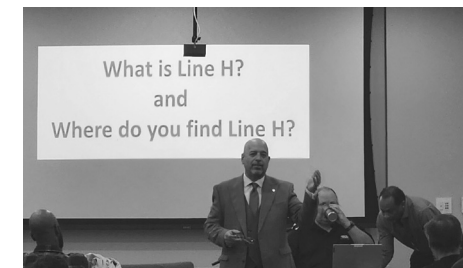
When is the Postal Service allowed to contract out work? There are myths and there are facts. NY Metro members had the opportunity to hear from Dave Sarnacki, APWU National Maintenance Business Agent for the Northeast Region. Brother Sarnacki led a training on Article 32, the contract provision on outsourcing.

It states that management must give “due consideration” to the public interest, cost, efficiency, availability of equipment, and qualification of employees when evaluating the need to subcontract. Management must notify the union and meet to discuss proposed outsourcing.

The union contract specifies which work can be contracted out. The work is listed as Article 32 exceptions to union work.

Brother Sarnacki explained recent cases the union has disputed. Because technology is always changing, there is a lot of uncertainty. Installation of new sorting machines and other equipment is a matter the union is monitoring closely. Maintenance of new equipment raises another set of challenging questions.

“No sooner do we get a ruling than things change yet again,” said NY Metro President Joseph Martir. “Staying up to date on Article 32 is essential to the livelihoods of postal workers. We are grateful to Brother Sarnacki for the information and inspiration to best defend union work.” ☐



Official publication of the New York Metro Area Postal Union.

The Union Mail (ISSN 0049-5298) is published monthly except combined in March/April, May/June, July/August, November/December by the New York Metro Area Postal Union at 350 West 31st Street, 3rd Floor, New York, NY 10001.

Periodical postage paid at New York, NY.

POSTMASTER: Send address changes to: The Union Mail, New York Metro Area Postal Union, 350 West 31st Street, 3rd Floor, New York, NY 10001.

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# The Importance of Updating Your Profile Information

by Denisha Dobbins, Secretary-Treasurer



**Denisha Dobbins**

Members, I’d like to take the time to remind each of you the importance of updating your APWU profile. Quite often we send out important notices i.e. The Union Mail and we receive an innumerable number of returns from the U.S. Postal Service for various reasons such as attempted not known, insufficient address, no such number, unable to forward, etc. These returns not only have

an impact on our members’ Union funds by wasting postage, but most importantly they deny you the ability to be informed of pertinent information within your local and national unions.

Accessing your mailing information to make the necessary changes is right at your fingertips (follow the prompts below):

1. Log on to APWU.org then, click on members only
2. “USERNAME” is your Employee Identification Number (EIN)
3. “PASSWORD” is your last name and the last four digits of your Social Security number

4. Scroll down and in the middle of the screen you should see “My Address-es” (If the address on file is incorrect click on the pencil and proceed to enter your current mailing address Update your address and click save and close. Your information will be processed and updated promptly. Also, while you’re there, you can update your email address and telephone number as well.

Thank You for helping us help you!

In Union Solidarity,  
Denisha D. Dobbins  
Secretary-Treasurer ☐

## Postal News:

# APWU Announces Dates for Retroactive Payments

Posted by APWU.org on August 26, 2025

The Postal Service has provided tentative dates for the additional negotiated pay provisions in the 2024-2027 National Agreement and the date of the retroactive payment for the pay increases due for the “stopgap” period of November 16, 2024, to August 22, 2025.

It was previously announced that the first general wage increases and cost-of-living adjustment (COLA) due under the agreement will be in effect starting August 23, 2025, which is Pay Period 19-2025 and will appear on paychecks dated September 12, 2025. This included a 1.3% increase for all employees, \$395 COLA for career employees, and an additional 1% for PSEs who do not receive COLAs.

The following pay period, Pay Period 20-2025, which begins September 6, 2025, the second COLA under this contract of \$811 will go into effect and then appear on paychecks dated September 26, 2025.

Dates for the following other pay provisions have also been announced:

- Upgrade of Grade 3 to Grade 4 Pay Period 24-2025 (begins November 1, 2025)
- Elimination of Step JJ for Grade 4 Pay Period 24-2025 (begins November 1, 2025)
- Elimination Step GG for PSEs converted to Career under the 24-Month MOU Pay Period 24-2025 (begins November 1, 2025)
- PSE new “steps” Pay Period 1-2026 (begins December 13, 2025).

For the above provisions, the Postal Service had until the start of Pay Period



3-2026 to implement these changes. These changes will be implemented four pay periods earlier than previously estimated. (PSE Steps will be implemented two pay periods earlier than previously estimated.)

Other pay structure implementation dates were set in negotiations. These include:

- Night Shift Differential Increase of 4.0% Pay Period 21-2025 (begins September 20, 2025)
- Night Shift Differential Increase of 2.0% Pay Period 21-2026 (begins September 19, 2026)
- Annual Leave Max Carryover Start of leave year Pay Period 3-2026 (begins January 10, 2026)
- Annual Leave Exchange Start of leave year Pay Period 3-2026 (begins January 10, 2026)
- New top step for Grades 4-7 of the post-2010 pay scales Pay Period 21-2026 (begins September 19, 2026)

Due to the substantial amount of programming to the payroll systems that

need to be completed by our union family in the IT/AS sector of the APWU, along with the updating of all employees PS Form 50s, and other records, the retroactive payments are tentatively scheduled to be made on paychecks dated April 10, 2026.

As stated above, the retroactive pay period will be from the date of the first general wage increase of November 16, 2024, through August 22, 2025. Any employee who has separated (retired, resigned, discharged, etc.) from the Postal Service and had work or paid leave during the retro period will also receive a retroactive check. It will be sent to their last office on record. Retired employees will also have their records with the Office of Personnel Management (OPM) updated by the Postal Service. Annuities will eventually be adjusted, but once the records are sent to OPM, it is up to OPM to adjust the annuity.

The APWU was the third contract settled in 2025 that requires retroactive payments. The processing of our payments follows the processing of the National Rural Letter Carriers Association (NLRCA), who has a particularly complex pay structure. The APWU still believes that our retroactive pay can be completed sooner than April 10, 2026, and we have already begun to press the Postal Service on the issue. The APWU is especially pleased that some of the pay structure changes will be implemented sooner than expected, giving our members more money in their pockets after implementation. ☑

## CALENDAR

### Wednesday, April 15

5:30pm  
General Membership Meeting  
Via ZOOM

### Wednesday, May 20

5:30pm  
General Membership Meeting  
Via ZOOM

## ZOOM INSTRUCTIONS

### Members Only!

- Download Zoom App
- Enter Meeting ID #548-304-2304
- Mute audio
- Video must be on

For news, upcoming events and more, visit our website at [nymetro.org](http://nymetro.org)

## APWU LOCAL BLDG. CORP

Beginning Balance January 2026	\$ 956,343.05
Total Revenue January 2026	\$ 222,631.45
Operating Expenses January 2026	\$ 152,980.40
Total Net Income January 2026	\$ 69,651.05
Ending Balance January 2026	\$ 1,025,994.10

## NY METRO P.O.W.E.R.

**SISTERS!** As an APWU member, you are a member of NY Metro P.O.W.E.R. (Post Office Women for Equal Rights). Monthly P.O.W.E.R. meetings are held on the 4th Wednesday at 5:30pm via ZOOM. For more information, contact chairwoman Deborah Bethea at [deborah.bethea@nymetro.org](mailto:deborah.bethea@nymetro.org)



## NEXT MEETING:

Wednesday, April 22 @ 5:30pm  
ZOOM Meeting ID #462-755-2390

[Follow ZOOM instructions outlined for the Membership meeting on this page.]

## JOIN THE NY METRO EMAIL BLAST!

Scan the QR code below to stay up to date on Union news, events, and more!

\*\*Please allow 3-5 business days to verify your New York Metro membership.





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# *Tax Information Regarding Temporary Federal Tax Deductions for Qualified Overtime Compensation*

**This notice comes from [APWU.org](https://www.apwu.org), posted December 19, 2025.**

The Postal Service recently notified the APWU that they will be sending a letter to employees regarding the tax deduction for the premium portion of Fair Labor Standards Act (FLSA) overtime that some employees may be eligible to take under the One Big Beautiful Bill Act (OBBBA).

The letter explains what portion of overtime an employee was paid in 2025 qualifies for the deduction. Overtime payments are usually larger under the National Agreement than what is required by the FLSA, so not all overtime payments qualify for the deduction.

APWU members who have questions about the amount of qualified overtime or their eligibility for a tax deduction should direct those questions to their tax professional, the IRS, or the Postal Service.

**New York Metro urges all members to consult the IRS and/or their tax consultants for further information and advisement.**

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