

Information Regarding Retroactive Pay Raises

From: Vance Zimmerman, APWU National Director of Industrial Relations

The retroactive pay (also called back-pay) due under the terms of the 2018-2021 Collective Bargaining Agreement is scheduled to be in paychecks dated September 4, 2020.

The Industrial Relations Department has had a lot of questions regarding this pay. There are multiple variables that will determine how much any one employee will receive. In attempt to help everyone understand the pay please see below:

- *The retroactive pay period is September 20, 2018 through April 10, 2020.*
- *The retroactive pay will be included with your regular paycheck. It will not be a separate check.*
- *Retirees will receive retroactive pay for the hours they were actively employed and worked during the period of September 20, 2018 until their retirement date if their retirement date was prior to April 10, 2020. If they retired after April 10, 2020, they would receive pay for hours worked during the full retroactive pay period. This check will be sent to their last office of record.*
- *The amount an employee receives will be based on the following:*
 - *Actual hours worked,*
 - *Step and level of pay during the retroactive pay period. For example, a level 6 step O employee will not receive the same amount of retroactive pay as a level 9 step K employee,*
 - *Overtime hours worked,*

- *Any shift differential worked (Sunday premium, night differential, etc.),*
- *Leave Hours paid (holiday, sick, and annual),*
- *LWOP hours will also affect the amount of retroactive paid since no pay will be owed on LWOP.*

Because of all the factors that play into the retroactive pay, our APWU sisters and brothers in IT/AS unit have had to extensively reprogram the payroll system to make sure all hours, differentials, and pay/step levels were properly included in the retroactive pay. They did this all while also reprogramming the payroll and time keeping system for the additional leave available under the Families First Coronavirus Recovery Act (FFCRA). We want to thank them for their work during the COVID-19 pandemic to see that we are all paid properly.

Please Disseminate.

Respectfully,

A handwritten signature in black ink, appearing to be "A. B. C.", written in a cursive style.