



July 23, 2025

From our President

By Royce "Ike" Mills

Hello Union family,

Well I hope you all are doing well and are taking time to spend with family during the summer break. As you are all aware, there are a lot of changes pending with NWA P&DC, on top of the changes we have already gone through. I want to thank you all for your hard work and patience throughout this process and I will keep you all updated on the changes as I am made aware of them. We should see them switching out the ADUS here in the near future and we should be going through the bid job realignment starting on August 18th. I will get the specifics to you as soon as possible so you all have sufficient time and information to make your decision on what jobs you would like to bid on.

As you should all be aware of, we have a new contract and are waiting on the details of how it will all be implemented and the timelines for the retroactive pay and all. Thank you all that voted for the contract and returned your ballot but unfortunately the turnout was far too low for my liking. Only around 40,000 of our membership of 190,000 returned a ballot, to me that is a terrible show of support for something so important for our employment future. Our next test of our free will is our National Officer's election and I surely hope that the number of people casting a ballot will dramatically improve from what we just witnessed with the contract ratification. I encourage you all to get active in your Union. I wish you all the best until next time.

In Solidarity,
Ike Mills

The *RAZORBACK SCHEME* is the official voice of the Northwest Arkansas Area Local of the APWU – AFL-CIO. However, opinions expressed in this publication are those of the individual writers and not necessarily those of the APWU, Local, officials or Editor. Articles, artwork, cartoons and/or other material are solicited from member readers who wish to share their views. Although freedom of the press is recognized, contributors are exhorted not to submit derogatory material about any fellow union member or to submit any false or unsubstantiated allegation concerning management or any other individual inside or outside this organization. All letters must be signed (if hard-copied) or emailed via an identifiable, recognized screen name. Names will be withheld upon request. Send submissions to *RAZORBACK SCHEME*, P.O. Box 654, Fayetteville AR 72702; or email to: editor@nwaal667apwu.org

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Alternate..... Vacant
Tour 2 Steward..... Vacant
[Acting... Kaylynn Mills]
Alternate..... Leta Reyes-Vieyra
Tour 3 Steward..... Mirannnda Brewer
Alternate..... Vacant

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NEW CONTRACT RATIFIED!

- By Pam Beck

The new APWU Collective Bargaining Agreement was ratified by membership vote this month and is effective retroactively to September 21, 2024 through September 20, 2027. Here is a summary of the negotiated pay raises. More information is available on the national APWU website.

There is a general annual wage increase effective in November of each year with the first one retroactive to November 16, 2024. In addition, full COLA increases are scheduled for January or February(?) and July or August(?) of each year. COLAs are calculated by a formula based on the rate of inflation. **The contract reads that the COLA will be paid in the second full pay period following the release of the January and July Consumer Price Index** on which the COLA is based. Our union bargained for the full COLA amount this contract instead of settling on a pre-determined amount as they have often done in the past. This should usually be to your benefit. As PSEs do not receive COLAs, their annual increase will be larger by 1% with an additional .50/hour added after 26 weeks. All of these raises are negotiated for you by your union in addition to your regular scheduled step increases.

UNION PROUD! SAY IT LOUD!

I have attempted to clarify this information in the table below.

DATE	CAREER EMPLOYEE	PSE
Nov. 16, 2024 (retroactive)	1.3%	2.3% [+ .50/HR in April 2025]
Jan. 2025 COLA (retroactive)	TBD	N/A
July 2025 COLA	TBD	N/A
Nov. 15, 2025	1.4%	2.4% [+ .50/HR in April 2026]
Jan. 2026 COLA	TBD	N/A
July 2026 COLA	TBD	N/A
Nov. 14, 2026	1.5%	2.5% [+ .50/HR in April 2027]
Jan. 2027 COLA	TBD	N/A
July 2027 COLA	TBD	N/A

In addition to these periodic raises, there will be a 4% increase to night differential rates on September 25, 2025, and another of 2% on September 19, 2026.

It may take 2 or 3 months for the accounting office to calculate retroactive pay, so be patient. You will likely receive the July '25 COLA first.

You will find more information on the new CBA at apwu.org/tasummary.

HAPPY PAYDAYS!

National APWU Officer Elections

This Fall is once again time for election of our APWU national officers. All members should receive a ballot in the mail in the month of September. Usually, you will receive information about the candidates along with the ballot, but many members feel that they don't have enough knowledge for responsible voting. For this reason, our local and state president, Ike Mills, has asked me to list the candidates that he is personally recommending that we vote for. Many candidates are running unopposed and will not be on the ballot. The offices you will be asked to vote for are listed below along with the names of the candidates we are endorsing. This is a recommendation only. Please always feel free to exercise your own judgment.

OFFICE

President

Executive Vice President

Regional Coordinator, Southern

Support Services Director

Maintenance Director, Assistant A

RECOMMENDED CANDIDATE

A.J. Jones

Debby Szeredy

Mike "Sully" Sullivan

Arrion Brown

Terry B. Martinez

24 REASONS TO THANK UNIONS

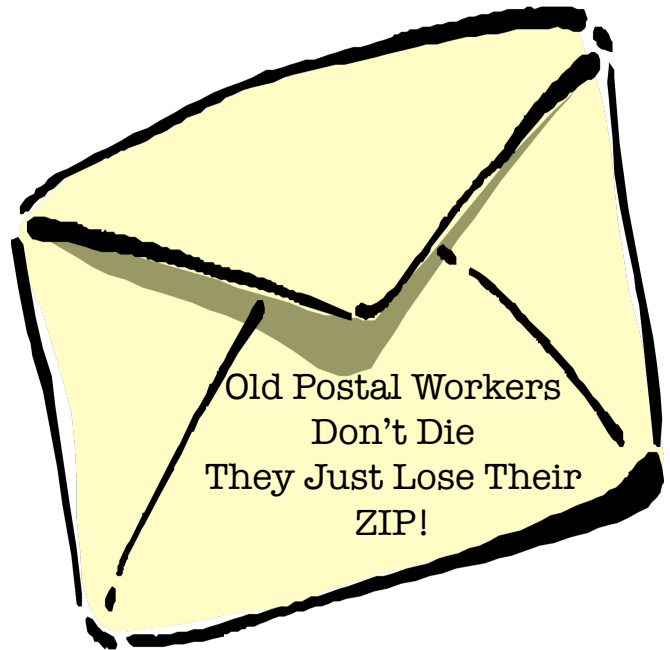
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|----------------------------|-------------------------------------|--|
| 1. Weekends | 9. Child Labor Laws | 17. Laws preventing Employer Discrimination |
| 2. Breaks, Including Lunch | 10. Minimum Wage | 18. Veterans' Employment and Training Services |
| 3. Paid Vacation | 11. Workers' Comp | 19. Whistleblower Protection Laws |
| 4. Sick Leave | 12. Collective Bargaining Rights | 20. Sexual Harassment Laws |
| 5. Overtime Pay | 13. Employer Shared Insurance Costs | 21. Americans w/ Disabilities Act |
| 6. Holiday Pay | 14. Unemployment Insurance | 22. Pregnancy and Parental Leave |
| 7. Social Security | 15. Workplace Safety Regulations | 23. Military Leave |
| 8. Pensions | 16. Wrongful Termination Laws | 24. Equal Pay Acts of 1963 & 2011 |



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EDITOR@NWAAL667APWU.ORG OR EDITOR, PO BOX 654, FAYETTEVILLE, AR 72702

Please also check out the Local's official website at NWAAL667APWU.ORG. Find announcements of upcoming events, contact info for your steward and officers, as well as archived copies of The Razorback Scheme. Scan QR code for quick access to website.



Join YOUR Union for our next Union Meeting!
Northwest Arkansas Area Local 667 – APWU

Sunday 1:00 PM, August 10, 2025
Gusano's Pizza (upstairs meeting room)
2603 W. Pleasant Grove Rd. suite 112
Rogers, AR 72758 (behind Chick-Fil-A)

Soft drinks & Snacks provided!
\$50 Door prize!
Latest information on work and contract issues!

