

necessary for processing of grievances and/or determining whether a grievance exists, and/or for collective bargaining or the enforcement, administration or interpretation of the Collective Bargaining Agreement. The working group will include the necessary technical experts and will meet as needed in order to implement this understanding.

MEMORANDUM OF UNDERSTANDING

BETWEEN THE

UNITED STATES POSTAL SERVICE

AND THE

AMERICAN POSTAL WORKERS UNION, AFL-CIO

Re: Contracting or Insourcing of Contracted Service

It is understood that if the service can be performed at a cost equal to or less than that of contract service, when a fair comparison is made of all reasonable costs, the work will be performed in-house.

MEMORANDUM OF UNDERSTANDING

BETWEEN THE

UNITED STATES POSTAL SERVICE

AND THE

AMERICAN POSTAL WORKERS UNION, AFL-CIO

Re: Consideration of National Outsourcing Initiatives

The parties agree that it is in their best interest to meet and discuss national outsourcing initiatives at an early stage of the process. Once the Strategic Initiatives Action Group (SIAG) has determined that a proposed concept will involve significant impact on bargaining unit work and preparation begins on a memo detailing consideration of the five (5) Article 32 factors, the Union will be provided notification. Union involvement at this early stage of the process is without prejudice to either