

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

**Re: One-time Retirement Incentive Casual Applications**

This MOU is intended to address issues regarding "relaxing contractual restrictions on casual use" as expressed in item number 4 of the MOU entitled One-time Retirement Incentive dated August 24, 2009, which states in part:

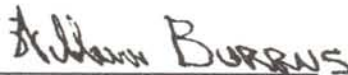
If excessive numbers of employees in particular offices take advantage of the provisions of this MOU, the parties at the national level will discuss the terms for relaxing contractual restrictions on casual use for a reasonable period of time (not to exceed 60 days past December 31, 2009) in order to meet operational needs.

Accordingly, in implementation of the above cited language the parties agree as follows:

1. When the Postal Service can employ sufficient number of casuals consistent with the provisions of Article 7.1.B to meet operational needs, there is no need to exceed the current casual cap.
2. After maximizing the number of casuals under the current casual caps, the Postal Service may exceed the casual caps; however, the number of casuals employed beyond the caps may not exceed the numerical difference between the casual cap and the total number of career employees terminating employment pursuant to the Memo. For example, if 15 clerks separate employment pursuant to the Memo and the installation/District can employ five additional casuals under the current cap, the Postal Service may exceed the casual caps by no more than ten casuals.
3. As additional career employees are employed (hired or reassigned) into the section the number of casuals shall be reduced equal to the number of career employees gained in that section.
4. There shall be no excessing of career employees from the installation while the relaxation of casual restrictions is in place in that installation.
5. Pursuant to the Memorandum, the employment of casuals in excess shall not exceed 60 days past December 31, 2009.



Doug A. Tulino  
Vice President  
Labor Relations  
U. S. Postal Service



William Burrus  
President  
American Postal Workers Union  
AFL-CIO

10/19/09  
Date