


**Memorandum of Settlement
Between
The United States Postal Service
and the
American Postal Workers Union, AFL-CIO**


**RE: Outstanding Disputes Relative to Minimum Skill Level assignments on Preventative Maintenance
MMOs**

As a final and complete settlement of the outstanding or pending headquarters level disputes and/or grievances regarding Maintenance Management Orders, Preventive Maintenance Guidelines, which have as an issue those MMOs that are superseded or declared obsolete, the parties agree as follows:

1. Arbitrator Shyam Das addressed the issue of minimum skill level assignments to maintenance work tasks in national case Q98C-4Q-C00183263 & Q98C-4Q-C01002200;
2. All tasks, which are semi-skilled in nature, shall be assigned to Maintenance Mechanics, PS-7, (pay level references are to those levels effective pursuant to the upgrade of February 16, 2008). For example, such work tasks include mail searches; daily cleaning tasks; go/no-go tasks (e.g. is an indicator light on or off as opposed to determining why the indicator light is not on or off).
3. All duties, which require troubleshooting and/or a decision to be made or a judgment call regarding what maintenance needs to be accomplished, repair made, method to be used, etc. shall be assigned to higher skill levels in maintenance and not to the position of Maintenance Mechanics, PS-7.
4. Duties and tasks of the Mail Mechanic, Mail Processing Equipment, PS-9 to which they may be assigned include, for example and not limited to, troubleshooting; repair; locating and repairing malfunctions; preventive maintenance inspections; and observations throughout mail processing equipment and include using a computer as a menu driven test device.
5. All duties which require, for example, detailed knowledge of the equipment, analysis of reports, work tasks pertaining to computer networks, start-up and shutdown procedures of multiple operating systems, etc., are examples of duties and tasks which shall be assigned to Electronic Technicians, PS-10.
6. Grievances or pending disputes as identified in the opening paragraph, whether at the national level or on hold at the field level shall be resolved in accordance with the foregoing items and the case files administratively closed.
7. Issues which involve the estimated time for a task on a preventive maintenance route are initiated at the headquarters level.

 2-28-11

John Dockins
Manager, Contract Administration
USPS



Gregory B. See
Assistant Director "B",
Maintenance Division, APWU, AFL-CIO