

# **CONTRACT EXTENSION AGREEMENT**

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Between  
**American Postal Workers Union,  
AFL-CIO**  
and  
**U.S. Postal Service**  
covering the  
**Operating Services, Headquarters**  
and the  
**Facility Services, Merrifield, VA**  
**Nov. 21, 2005 - Nov. 20, 2006**

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Notes:

1. All memoranda – including Local Memoranda of Understanding – automatically extend through the extended term of this contract – November 20, 2006.
2. **Bold Face Type** in the text indicates revised or new language. Bold Face Type in headings does not necessarily indicate change.
3. This publication is an addendum to the 2000-2005 Agreement and only includes the extension agreements. This publication does not include memoranda of understanding, letters of intent and other contractual provisions from the 2000 Agreement that will continue in effect up to and including 12 midnight, November 20, 2006.

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

The 2000 Agreement between the United States Postal Service and the American Postal Workers Union, AFL-CIO, covering the Operating Services, Headquarters and Facility Services, Merrifield, VA is hereby extended to and including 12 midnight November 20, **2006**, and unless either party desires to terminate or modify it, for successive annual periods. The party demanding such termination or modification must serve written notice of such intent to the other party, not less than 90 or more than 120 days before the expiration of the Agreement. All provisions of the 2000 Agreement shall remain in full force and effect during the extension period, except to the extent that those provisions have been revised or added to herein.

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## **ARTICLE 9 SALARIES AND WAGES**

### **Section 1. Basic Annual Salary**

Article 9, Section 1 is amended to provide as follows:

**Effective March 18, 2006 - the basic annual salary for each grade and step shall be increased by an amount equal to 1.6% of the basic annual salary for the grade and step in effect on September 3, 2005, or the actual effective date of the COLA based on the July 2005 CPI-W.**

## **Section 4. Cost of Living Adjustments**

### **B. Effective Dates of Adjustment**

Article 9, Section 4.B. is amended to provide as follows:

- **the second full pay period after the release of the January 2006 Index.**
- **the second full pay period after the release of the July 2006 Index.**

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## **ARTICLE 21 BENEFIT PLANS**

### **Section 1. Health Benefits**

Article 21, Section 1.B. is amended as follows:

The adjustment begins on the effective date determined by the Office of Personnel Management in January 2002, January 2003, January 2004, January 2005, January 2006, **and January 2007.**

Article 21, Section 1.E. is amended as follows:

The limitation upon the Employer's contribution towards any individual employee shall be 88.75% of the subscription charge under the FEHBP in 2002, 2003, 2004, 2005, 2006, **and 2007.**

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**ARTICLE 26**  
**UNIFORMS AND WORK CLOTHES**

Article 26 is amended as follows:

All employees who are required to wear uniforms or work clothes shall be furnished uniforms or work clothes or shall be reimbursed for purchases of authorized items, not to exceed the authorized allowance of **\$68.00 effective November 21, 2005.**

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

Re: Layoff Protection

Each employee who is employed in the regular work force as of November 20, 2000, and who has not acquired the protection provided under Article 6 shall be protected henceforth against any involuntary layoff or force reduction during the term of this Agreement. It is the intent of this Memorandum of Understanding to provide job security to each such employee during the term of this Agreement; however, in the event Congress repeals or significantly relaxes the Private Express Statutes this Memorandum shall expire upon the enactment of such legislation. In addition, nothing in this Memorandum of Understanding shall diminish the rights of any bargaining-unit employees under Article 6.

Since this Memorandum of Understanding is being entered into on a nonprecedential basis, it shall terminate for all purposes at midnight, November 20, **2006**, and may not be cited or used in any subsequent dispute resolution proceedings.

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

**Re: Article 17.7.E Payroll Deductions/Allotments**

**No later than November 20, 2006, the Postal Service will increase the maximum allotments in the existing program by providing one additional allotment for the use of APWU bargaining unit employees.**

