

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


RE: Peak Season Exception Periods

The parties agree to a peak season exception period for Function 4 as provided for below. These provisions are applicable and will continue until May 20, 2018, or for the term of the 2015 National Agreement, whichever is longer.

1. Beginning with the Fall 2015 mailing season the parties agree to an exception period of three consecutive pay periods during reporting periods 3 and 4 for the hiring of holiday clerk assistants in Function 4 retail/customer services. It is understood that these employees will not count towards the 20% District PSE cap.
2. In addition the parties agree that the Postal Service will establish appropriate procedures for the temporary reemployment of annuitants as holiday clerk assistants to provide supplemental support for the peak volume seasons applicable to Function 1 and Function 4.
3. The parties agree that holiday clerk assistants and annuitants reemployed pursuant to paragraphs 1 and 2 above, will be paid at the current hourly rate for grade 6 PSEs at the time of hire. Also, reemployed annuitants will be consistent with the statutory requirements under the National Defense Authorization Act.
4. Over the course of a service week, the Employer will make every effort to ensure that available Clerk Craft PTFs and PSEs are utilized at the straight-time rate prior to assigning such work to Holiday Clerk Assistants.
5. When an opportunity exists for overtime, full-time employees on the appropriate Overtime Desired List will be selected to perform such work prior to assigning holiday clerk assistants. The principles of Article 8.4.G. of the collective bargaining agreement will apply to holiday clerk assistants.
6. The Postal Service will provide the APWU at the national level with the number of holiday clerk assistants hired and hours utilized for each week of the exception period.



Doug A. Tulino
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Date: 9/28/15