

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

**RE: Addendum to Memorandum of Understanding dated June 6, 2014, Titled
Re: Resolution of Postal Support Employee (PSE) Salary Exception Issues**


This MOU addresses the situation where Postal Support Employees (PSEs), that have been granted a salary exception, were converted to career within the same craft and level, and received a starting salary rate in accordance with the June 6, 2014 MOU; and there are within the same installation career employees, in the same craft and level, that were previously converted to career without a salary rate exception.

The parties agree that:

1. Limited to those installations where the situation described above exists, any career employee in the same craft and level that is senior to the newly converted PSE, but receiving a lower salary rate, will be placed in a pay step with a salary rate not less than the rate established for the newly converted PSE that was granted a special salary rate exception. In installations where more than one salary exception has been granted, the most recent PSE salary exception will apply.
2. PSEs converted to career with a salary exception pursuant to the "Re: RESOLUTION OF POSTAL SUPPORT EMPLOYEE (PSE) SALARY EXCEPTION ISSUES" Memorandum of Understanding (MOU) dated June 6, 2014 will be placed in a pay step with a salary closest (but not less than) to the rate they were receiving as PSEs. To preserve the principle of step progression, the PSEs being placed in a pay step closest to the rate they were receiving as PSEs and those career employees receiving this one-time special step placement salary rate in Item 1 above will not advance to the next salary step until such time as the normal step progression would result in a step increase for the employee.
3. Any employee who receives a special salary rate under these provisions will receive general increases and COLA adjustments in accordance with the National Agreement.
4. Career employees meeting the criteria described in Item 1, above, will receive a \$300.00 per month lump sum payment for each month they incurred the salary difference in Item 1, above, during the period from July 1, 2014 through April 3, 2015, provided they had been converted to career prior to this time period.
5. Whenever PSEs receiving a salary exception rate are converted to career as described in the introductory paragraph above, these provisions will apply with the exception of item 4 above.
6. If future pay anomalies are specifically created due to multiple pay exceptions granted in the same installation, the parties agree to meet and discuss the pay anomaly.



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



Mark Dimondstein
President
American Postal Workers Union (AFL-CIO)

Date: 4/3/15

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