


**Memorandum of Understanding
Between the United States Postal Service
And the
American Postal Workers Union, AFL-CIO**

RE: *Peak Season Exception Periods – 2018 Date Changes*

The parties understand that the 27 pay periods (PP) that occurred in calendar year 2015 resulted in the Peak Season Exception Periods (reporting periods 3 & 4) occurring approximately two weeks later than normal in calendar year 2016 and 2017. A similar situation exists for 2018 with the exception periods occurring approximately two weeks later than normal. To ensure adequate coverage for peak season, the parties agree to change the 2018 Peak Season Exception Period as indicated below to accommodate customer service.


Clerk Craft

1. The Peak Season Exception Period will be from November 10, 2018 (PP24) through January 4, 2019 (PP1).
2. In Function 4, Holiday Clerk Assistants (HCAs) will be hired for three consecutive pay periods within the exception period: either November 10 through December 21, 2018; or November 24, 2018 through January 4, 2019.
3. All HCAs for the 2018-2019 Peak Season Exception period will be paid at the hourly rate of \$17.19, or the current contract rate.
4. The deadline for annuitants to apply for HCA positions will be extended to September 24.
5. This agreement does not extend the length of the exception periods. The parties agree to meet no later than July 1, 2019 to determine if similar changes need to be considered for subsequent peak seasons.
6. This adjustment to the Peak Season Exception Period does not change or amend any provisions of the MOU Re: *Peak Season Exception Periods* dated September 28, 2015, the Q&As for the MOU Re: *"Peak Season Exception Periods"* dated November 3, 2015, and/or the MOU Re: *Addendum to MOU Re: Peak Season Exception Periods and Questions and Answers Regarding "Peak Season Exception Periods"* dated July 29, 2016.
7. In addition to previous information that is to be provided in accordance with the MOUs identified in item #6, the Postal Service will provide the APWU at the national level with the names of annuitants who applied to work as a HCA, their former craft, and their retirement date. The Postal Service will also indicate whether they were accepted or rejected for employment and the reason for the decision.
8. This agreement is without prejudice to either party's position on any other issue and may not be cited for any reason other than enforcement of the specific provisions listed above.



Rickey R. Dean
Manager
Contract Administration (APWU)
United States Postal Service

Date: 08/27/2018



Lamont Brooks
Assistant Director, Clerk Division
American Postal Workers Union
(AFL-CIO)

Date: 08/27/2018