

ADRP Process for Disputes Under
The MOU Re: One-time Retirement Incentive

Disputes arising under related to the MOU must be submitted to the Director of Industrial Relations. As these issues are time sensitive, neither the local nor regional parties will meet on the dispute. Discussion and resolution will be made at the headquarters level. Due to the timely nature of the disputes, the preferred method of submission is via email. Email the “2025 One Time Incentive/VER ADRP Appeal Form” and any supporting documents to Director Charlie Cash at ccash@apwu.org with courtesy copies (“cc”) sent to lbranca@apwu.org and lwu@apwu.org. Disputes may be mailed but it could delay resolution of the dispute.

Please provide enough details so that the issue needing resolution can be understood by the parties at the headquarters level. If clarifying information is required, we ask that responses be provided ASAP.

The following list is a of issues that can be sent through the ADRP Process (but not limited to):

- Eligibility for the Incentive
- Eligibility for VER vs Optional Retirement
- Whether an employee who has a pending removal action can qualify for the VER/Incentive
- Issues regarding the March 7, 2025, deadline for HRSSC to receive the necessary paperwork
- Retirement Date if applying for optional retirement
- Whether or not an employee falls within the limits if they are in a “capped” group
- Issues regarding terminal leave payments
- Issues regarding cancellation/irrevocability of the retirement

Please note that any issues regarding post-retirement indebtedness will be processed through the normal Article 15 grievance procedure.

If one is unsure if the issue should be disputed through the ADRP process, please email Director Cash for clarification.

The basic process is as follows:

1. Employees who believe they have an issue/dispute will contact their APWU Local or State Organization regarding the issue.

2. If the issue needs resolution, complete the *2025 One Time Incentive/VER ADRP APPEAL FORM* and email the form and any supporting documents to the email addresses listed above.
3. The office of Industrial Relations will create a record of the dispute and forward a copy of the dispute to the USPS at the headquarters level.
4. The APWU Director of Industrial Relations and the USPS Sr. Director Field Labor Relations Operations or their designees will meet expeditiously to discuss the dispute and quickly come to a resolution if possible.
5. The goal is to resolve issues. If the parties cannot resolve the issue, an expedited arbitration process agreed to and directed by the national parties will be utilized to address the dispute.