

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

**Re: Additional Function 1 Staffing - March 22, 2021**

The parties agree to the following:

1. The Postal Service will convert 874 PSEs to career status in Function 1 in 37 facilities as identified by the Postal Service, consistent with the attached table. The conversions will occur no later than May 22, 2021.
2. In addition, the Postal Service will convert no less than 200 PSEs to career status in Function 4 in the installations that include the facilities identified by the Postal Service, consistent with the attached table. The conversions will occur no later than May 22, 2021.
3. PSEs will be converted based on their relative standing on the PSE rolls within the installation. PSEs will be converted "in place" within the functional area they are assigned as of the date of this MOU until the number of Function 1 PSEs are converted in the 36 facilities identified in the attached table.
4. The parties agree to extend the exception period for the hiring and continued employment of Function 1 PSEs in excess of the 20% district cap as set forth below:
  - A. Available APWU bargaining unit employees, starting with career employees, and including current Postal Support Employees (PSEs) within the installation will be utilized up to the maximum hours allowed.
  - B. Function 1 PSE hires (i.e., Function 1 PSEs hired for reasons unrelated to COVID-19) employed in installations other than those on the attached table who are in excess of the 20% district cap will be separated on April 23, 2021.
  - C. Installations that plan to convert six (6) or fewer non-career employees to career status in accordance with the attached table will be permitted to retain the number of Function 1 PSE hires above the 20% district cap equal to the amount of conversions listed in the table beyond April 23, 2021. After the above-referenced conversions are completed and accounted for in the PSE cap, those retained Function 1 PSE hires above the 20% district cap will be separated on or before June 4, 2021. All other non-COVID related PSEs in these installations will be separated on April 23, 2021.
  - D. In those installations that plan to convert more than six (6) non-career employees to career status in accordance with the attached table, after the above-referenced conversions are completed and accounted for in the PSE cap, any non-COVID related PSEs above the 20% district cap will be separated. All such separations will be completed on or before June 4, 2021. The number of non-COVID related PSEs retained in the facilities in the attached table through June 4, 2021 will not exceed the number of PSEs on the rolls as of the date of the signing of this MOU.
5. All conversions to career and separations of PSEs in accordance with this MOU will be done pursuant to the National Agreement.

6. The hiring of COVID related PSEs is covered in the MOU: *Re: Temporary Exception Period—Clerk Craft Function 1 & Function 4—COVID-19.*



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Katherine S. Attridge  
Vice President, Labor Relations  
United States Postal Service



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Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO

Date: March 22, 2021