

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

Re: Clerk Craft PSE/PTF Opportunity to Decline Conversion in POSTPlan Level 4 RMPO Offices

When the opportunity for conversion to career status occurs for Postal Support Employees (PSEs) and Part-Time Flexible (PTF) employees, to PTF vacancies and full-time residual vacancies, such PSEs and PTFs will be permitted the opportunity to decline the conversion. These opportunities to decline the above-referenced conversions are limited to PSEs and PTFs in Level 4 Remotely Managed Post Offices (RMPOs) within their current bid cluster.

The following is the pecking order that will be applied when a conversion opportunity for PSEs or PTFs occurs pursuant to the Memorandum of Understanding (MOU), *Re: Filling Residual Vacancies – Clerk Craft*, and the PSE or PTF is assigned to a Level 4 RMPO:

1. PSEs and/or PTFs in order of their relative standing on the rolls in the installation (bid cluster) for PSEs, or installation seniority for PTFs, assigned to Level 4 RMPOs are the only ones who are allowed to decline the conversion opportunity in this step.
2. PTFs and PSEs within 50 miles based on installation seniority for PTFs, or relative standing on the rolls within their installation for PSEs, will be given the opportunity to accept the residual vacancy or PTF vacancy. This process occurs as part of the automated canvassing pursuant to the MOU, *Re: Filling Residual Vacancies – Clerk Craft*. Relocation costs will not be paid by the Postal Service.
3. Position filled via the external career hiring process.

This MOU is the result of Labor-Management cooperation and is not to be cited or used by either party except for the enforcement of its terms. This document is without prejudice to each parties' position related to an all-career work force. Additionally, this MOU does not alter or change any other existing contractual language and is effective as of the signing of the agreement.



Shannon Richardson
Director, Contract Administration APWU
United States Postal Service



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

Date: March 29, 2023