

**APWU and USPS
Questions and Answers
MOU Regarding "Peak Season Exception Periods"**

The following questions and answers are provided for further clarification and guidance regarding the September 28, 2015 Memorandum of Understanding (MOU) Re: *Peak Season Exception Periods*.

1. Are Holiday Clerk Assistants (HCAs) Bargaining Unit Employees?

Answer: No. While HCAs are not Bargaining Unit employees they will not be utilized in a manner that is inconsistent with those contractual provisions relative to PSEs.

2. Will Holiday Clerk Assistants be assigned a distinct D/A Code?

Answer: Yes

3. Does the "Peak Season Exception Periods" apply to any high volume period other than reporting periods 3 and 4, such as Valentines' Day, Mothers' Day, etc.?

Answer: No.

4. Why does the MOU refer to Exception Periods, in the plural?

Answer: There are now two different Peak Season Exception Periods, one for Function 1 (Mail Processing) one for Function 4 (Retail.) The Function 1 Peak Season exception period is defined in the CBA as reporting periods 3 and 4 (Four pay periods.) The Function 4 Peak Exception Period is defined in the MOU as three consecutive pay periods within reporting periods 3 and 4.

5. What does the "In addition" language mean in paragraph #2 of the MOU?

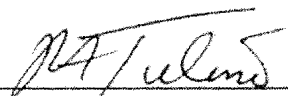
Answer: "In addition" clarifies the fact that Holiday Clerk Assistants can be hired under paragraph #1 and that they can also be hired as reemployed annuitants under paragraph #2.

6. Why is the National Defense Authorization Act referenced in the MOU?

Answer: This is the Act that allows for the OPM Waiver of any potential penalties to retirement benefits if an annuitant assumes non-career assignments such as the Holiday Clerk Assistant position.


7. If a former PSE, who was separated for lack of work, declines a call back opportunity to work as a Function 1 PSE for the Peak Season Exception Period (or as a Holiday Clerk Assistant in Function 4), does he/she forfeit their standing on the retention list for reappointment as a PSE in accordance with page 290 of the 2010 Collective Bargaining Agreement.

Answer: No.



Doug A. Tufino
Vice President
Labor Relations
United States Postal Service

Date: 11/3/15



Mark Dimondstein
President
American Postal Workers Union,
AFL-CIO

Date: 11/3/15