

CONTRACT EXTENSION AGREEMENT

Between
**American
Postal Workers
Union, AFL-CIO**

And
U.S. Postal Service

Covering
**Information Technology/
Accounting Services**
Jan. 21, 2016 - Jan. 20, 2017



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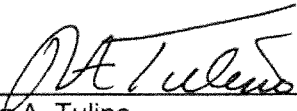
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Notes:


1. All memoranda – including Local Memoranda of Understanding – automatically extend through the extended term of this contract – January 20, 2017.
2. **Bold Face Type** in the text indicates revised or new language. Bold Face Type in headings does not necessarily indicate change.
3. This publication is an addendum to the 2011-2016 Agreement and only includes the extension agreements. This publication does not include memoranda of understanding, letters of intent and other contractual provisions from the 2011 Agreement that will continue in effect up to and including 12 midnight, January 20, 2017.

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO
COVERING
INFORMATION TECHNOLOGY / ACCOUNTING SERVICES**

The 2011 Information Technology/Accounting Service Centers Agreement between the United States Postal Service and American Postal Workers Union, AFL-CIO, is hereby extended to and including 12 midnight January 20, 2017, and unless either party desires to terminate or modify it, for successive annual periods. The party demanding such termination or modification must serve written notice of such intent to the other party, not less than 90 or more than 120 days before the expiration of the Agreement. All provisions of the 2011 Agreement shall remain in full force and effect during the extension period, except to the extent that those provisions have been revised or added to herein.



Doug A. Tulino
Vice President, Labor Relations
United States Postal Service



Mark Dimondstein
President
American Postal Workers Union, AFL-CIO

Date: 4/25/16

**ARTICLE 8
HOURS OF WORK**

Article 8.09 is amended as follows:

When management determines a program operational problem exists and it necessitates calling or paging an employee, the employee shall be compensated for the duration of the call(s) or one (1) hour of pay at the applicable rate whichever is greater. Employees engaged in IT assignments may be issued an electronic device and/or laptop if a telephone call is anticipated, thus freeing employees from having to remain by their home telephones. If required to carry an electronic device and/or laptop, the employee will be paid one (1) hour at the employee's base straight time rate for each twenty-four (24) hour period or fraction thereof. This pay is in addition to compensation for actual telephone calls.

**ARTICLE 9
SALARIES AND WAGES**

Article 9.01 is amended to provide as follows:

Effective January 23, 2016 — the basic annual salary for each grade and step shall be increased by an amount equal to 1.2% of the salary tables in place on October 31, 2015.

If the first-year salary increase in the Goldberg Award exceeds 1.2%, this provision will be adjusted to equal the level of the first-year salary increase contained in the 2015 USPS-APWU collective bargaining agreement.

Article 9.03.B is amended to provide as follows:

--- Second full pay period after release of the March 2016 index.

--- Second full pay period after release of the September 2016 index.

**ARTICLE 21
BENEFIT PLANS**

Article 21.01.B is amended to provide as follows:

For career employees, the bi-weekly Employer contribution for self only, self plus one, and self and family plans in Plan year 2017 will equal the rate then in effect for the American Postal Workers Union, AFL-CIO.

Article 21.01.E is amended to provide as follows:

For career employees, the limitation upon the Employer's contribution towards any individual employee in Plan year 2017 shall equal the rate then in effect for the American Postal Workers Union, AFL-CIO.

**ARTICLE 25
HIGHER LEVEL ASSIGNMENTS**

Article 25.03 is amended as follows:

Any employee who is detailed to higher level work shall be given a written management order, stating beginning and approximate termination, and directing the employee to perform the duties of the higher level position. Such written order shall be accepted as authorization for the higher level pay. The failure of management to give a written order is not grounds for denial of higher level pay if the employee was otherwise directed to perform the duties. **Prior to the start date of a higher level assignment the Union will be provided copies of the management written order for higher level duties, regardless of whether the higher level assignment is to a bargaining unit or non-bargaining unit position.**

ARTICLE 37
SENIORITY

Article 37.04.B is amended as follows:

Seniority for Breaking Ties. When it is necessary to determine the seniority ranking for two (2) or more bargaining unit employees the following shall be used to break any tie that might exist in the following sequence:

- (1) Total continuous seniority in the bargaining unit of the Center(s).
- (2) Total Postal Service seniority.
- (3) Total Federal Career Civilian Service.
- (4) **Numerical by the last three or more numbers (using enough numbers to break the tie, but not fewer than three numbers) of the employee's social security number, from the lowest to highest.**

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Re: Career Ladder

Accounting Technician (0544-0009) DCS-13 employees will be promoted to Accounting Specialist (0544-0007) DCS-14 upon two years of satisfactory performance. This career ladder provision affects only those Accounting Technicians who were not included under the MOU re: Accounting Services in the 2011 contract.

The Postal Service will waive the 744 test requirement on a one-time basis for Incumbent Accounting Technician DCS-13 employees covered by this MOU on the effective date of this agreement.

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Re: eReassign Implementation for IT/AS Unit Employees

During the term of the contract extension period, the parties are committed to exploring options to facilitate the placement of the IT/AS bargaining unit into eReassign. The parties will meet to discuss the steps necessary to facilitate this process as soon as practicable after the signing of this agreement.

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Re: Transfer of Work

~~In light of the short duration of the 2011 IT/AS Agreement, the Postal Service agrees that it will not transfer functions, operations or units of work outside of the administrative jurisdiction of any of the existing Centers for the life of the 2011 IT/AS Agreement.~~

When bargaining unit work is transferred from the Centers to other postal facilities, and if new positions are created at the gaining facility as a result of the transfer of work, any newly created positions will be offered first to qualified full-time Center employees who were excessed as a result of the transfer of work and who voluntarily desire to transfer to the gaining facility.

Establishment of seniority rights of an employee accepting such voluntary reassignment will be governed by the provisions of any applicable collective bargaining agreement at the gaining facility.

Recognizing that separate bargaining units are involved, the parties agree that this Memorandum of Understanding supersedes anything in any collective bargaining agreement negotiated between the U.S. Postal Service and the American Postal Workers Union that could prohibit Center employees from being assigned to bargaining unit positions in another bargaining unit as set forth herein.

IT/ASC AGREEMENT

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

Re: Timekeeping


The Postal Service agrees to amend its timekeeping regulations to provide that RSC N (APWU), Level 19 and above employees will have their time recorded on timesheets. This change will be implemented within ninety days of the effective date of this contract extension. The parties agree that this change will be effectuated by implementing the following provisions.

In the Time and Attendance Collection System (TACS), the 1261 indicator will be turned on for all employees, Level 19 and above. This will generate the four basic rings for the scheduled day. Timesheets will be used (but cannot be generated from TACS). The timekeepers will create a form similar to a 1261 sign-in sheet and copy it for daily reporting, making any necessary personnel changes.


Employees will be required to swipe the clock for any deviation from the above, including the following:

- 1) when the employee comes in early for overtime or the employee is on leave at the beginning of the tour for part of the day, the employee will swipe a begin tour;**
- 2) on a nonscheduled day, the employee must swipe a begin and end tour;**
- 3) should the employee take leave during the tour, the employee will swipe an end tour upon leaving and a begin tour when returning; and**
- 4) when the employee comes in at his or her regular time and has overtime or takes leave at the end of the day, the employee will swipe an end tour.**

Timesheets will be initialed daily by the employee noting the hours the employee worked. Leave will also be annotated on the timesheets, but will not replace the Form 3971.



Doug A. Tulino
Vice President, Labor Relations
United States Postal Service



William Burrus
President
American Postal Workers Union,
AFL-CIO

Date: 10-20-15