

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

**Re: Additional Function 1 Staffing – July 27, 2022**

The parties agree to the following:

1. The Postal Service will convert 2,404 PSEs to career status in the 157 installations as identified by the Postal Service, consistent with the attached table. The conversions will occur no later than September 10, 2022. The corresponding number of duty assignments will be created and posted in Function 1 in the 157 facilities as identified by the Postal Service, consistent with the attached table. The conversion to career status provided for in this MOU are in addition to those conversions to career status in Function 1 that result when the MOU, *Re: Residual Vacancies – Clerk Craft*, is applied and the 24-month automatic conversions of PSEs.
2. PSEs will be converted based on their relative standing on the PSE rolls within the installation. PSEs will be converted and become unencumbered in Function 1 in the 157 bid clusters identified in the attached table.
3. If there are former PSEs in the 157 facilities identified by the Postal Service consistent with the attached table that were converted to full-time flexible (FTF) or part-time flexible (PTF) positions due to the 24-month automatic conversion and placed in Step GG, such FTFs or PTFs will be moved to Step FF no later than September 10, 2022.
4. The parties agree to the hiring and employment of Function 1 PSEs in excess of the 20% district cap in the installations as identified with the attached table and 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. The number of PSEs over the 20% district cap retained in the facilities in the attached table through September 10, 2022, will not exceed the number of PSEs identified in the attached table.
5. All conversions to career and separations of PSEs in accordance with this MOU will be done pursuant to the National Agreement.



Thomas J Blum  
Vice President, Labor Relations (A)  
United States Postal Service



Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO

Date: July 27, 2022

REGION	DIVISION	PLANT NAME	CLERK
EASTERN	NEW ENGLAND	ALBANY NY P&DC	34
EASTERN	SOUTHWEST	AMARILLO TX P&DC	8
WESTERN	SOUTHERN CAL	ANAHEIM CA P&DC	24
WESTERN	PACIFIC NW	ANCHORAGE AK P&DC	1
EASTERN	SOUTHEAST	ATLANTA GA P&DC	32
EASTERN	SOUTHEAST	AUGUSTA GA P&DC	3
EASTERN	SOUTHWEST	AUSTIN ANNEX	43
WESTERN	SOUTHERN CAL	BAKERSFIELD CA P&DC	18
EASTERN	CHESAPEAKE	BALT INC MAIL MD P&DC	33
EASTERN	NEW YORK METRO	BETHPAGE NY P&DC	3
EASTERN	GULF ATLANTIC	BIRMINGHAM ANNEX	44
WESTERN	MIDWEST	BISMARCK P&DF	2
WESTERN	PACIFIC NW	BOISE ID P&DC	10
EASTERN	NEW ENGLAND	BOSTON MA P&DC	16
EASTERN	NEW ENGLAND	BRADLEY AMF	1
EASTERN	NEW ENGLAND	BURLINGTON VT P&DC	1
WESTERN	WESTSHORES	BUSSE IL P&DC	14
WESTERN	WESTSHORES	CAROL STREAM IL P&DC	40
EASTERN	NEW ENGLAND	CENTRAL MA P&DC	24
WESTERN	WESTSHORES	CHAMPAIGN IL P&DC	4
EASTERN	SOUTHEAST	CHARLESTON SC P&DC	6
EASTERN	SOUTHEAST	CHATTANOOGA TN P&DC	6
WESTERN	WESTERN	CHEYENNE P&DC	3
WESTERN	WESTSHORES	CHICAGO IL P&DC	115
WESTERN	WESTSHORES	CHICAGO INTL SVC CTR	45
WESTERN	WESTSHORES	CHICAGO NDC	15
WESTERN	LAKESHORES	CINCINNATI NDC	5
WESTERN	LAKESHORES	CINCINNATI OH P&DC	26
WESTERN	LAKESHORES	CLEVELAND FSS ANNEX	13
WESTERN	LAKESHORES	CLEVELAND OH P&DC	6
WESTERN	LAKESHORES	COLUMBUS FSS ANNEX	1
WESTERN	LAKESHORES	COLUMBUS OH P&DC	64
EASTERN	SOUTHWEST	CORPUS CHRISTI TX P&DC	5
EASTERN	SOUTHWEST	DALLAS TX P&DC	31
EASTERN	CHESAPEAKE	DELAWARE DE P&DC	13
WESTERN	WESTERN	DENVER CO P&DC	21
WESTERN	WESTERN	DENVER NDC	7
WESTERN	LAKESHORES	DETROIT MI P&DC	26
WESTERN	LAKESHORES	DETROIT NDC	12
EASTERN	SOUTH ATLANTIC	DULLES VA P&DC	4
EASTERN	NEW YORK METRO	DVD BLDG NJ P&DC	20
WESTERN	WESTSHORES	EAU CLAIRE P&DF	11
EASTERN	SOUTHWEST	EL PASO TX P&DC	1
WESTERN	WESTSHORES	EVANSVILLE ANNEX	13
WESTERN	MIDWEST	FARGO ASF	5
EASTERN	SOUTH ATLANTIC	FAYETTEVILLE DOWNING RD ANNEX	19

WESTERN	SOUTHERN CAL	FRESNO CA P&DC	16
EASTERN	GULF ATLANTIC	FT MYERS FL P&DC	12
EASTERN	SOUTHWEST	FT WORTH TX P&DC	10
EASTERN	GULF ATLANTIC	GAINESVILLE P&DF	6
WESTERN	MIDWEST	GRAND FORKS MPF	1
WESTERN	LAKESHORES	GRAND RAPIDS P&DF	13
WESTERN	WESTSHORES	GREEN BAY WI P&DC	10
EASTERN	SOUTH ATLANTIC	GREENSBORO NDC	25
EASTERN	NEW ENGLAND	HARTFORD CT P&DC	30
WESTERN	SOUTHERN CAL	HONOLULU HI P&DC	5
WESTERN	WESTSHORES	INDIANAPOLIS IN P&DC	23
WESTERN	SOUTHERN CAL	INDUSTRY CA P&DC	30
EASTERN	GULF ATLANTIC	JACKSON MS P&DC	14
EASTERN	GULF ATLANTIC	JACKSONVILLE FL P&DC	21
EASTERN	SOUTHEAST	JET COVE ANNEX	25
EASTERN	SOUTHEAST	JOHNSON CITY TN P&DC	1
EASTERN	CHESAPEAKE	JOHNSTOWN PA P&DC-INSHD	4
WESTERN	MIDWEST	KCMO MO P&DC	18
WESTERN	WESTERN	LAS VEGAS MPA	5
WESTERN	WESTERN	LAS VEGAS NV P&DC	27
EASTERN	CHESAPEAKE	LEHIGH VALLEY PA P&DC	3
WESTERN	LAKESHORES	LEXINGTON KY P&DC	11
WESTERN	MIDWEST	LINCOLN P&DF	5
EASTERN	SOUTHWEST	LITTLE ROCK LINDSEY ROAD ANNEX	26
WESTERN	SOUTHERN CAL	LOS ANGELES CA P&DC	82
WESTERN	SOUTHERN CAL	LOS ANGELES NDC	12
WESTERN	LAKESHORES	LOUISVILLE AMF ANNEX	7
WESTERN	LAKESHORES	LOUISVILLE KY P&DC	23
EASTERN	SOUTHEAST	MACON GA P&DC	3
WESTERN	WESTSHORES	MADISON WI P&DC	17
EASTERN	GULF ATLANTIC	MANASOTA FL P&DC	30
WESTERN	MIDWEST	MANKATO P&DC	5
WESTERN	SOUTHERN CAL	MARGARET SELLERS CA P&DC	4
EASTERN	SOUTHWEST	MCALLEN TX P&DC	9
EASTERN	SOUTHEAST	MEMPHIS TN P&DC	20
EASTERN	GULF ATLANTIC	MIAMI FL P&DC	25
EASTERN	GULF ATLANTIC	MIAMI INTL SVC CTR	9
WESTERN	LAKESHORES	MICHIGAN METROPLEX MI P&DC	43
EASTERN	SOUTH ATLANTIC	MID CAROLINA NC P&DC	17
EASTERN	SOUTHWEST	MIDLAND TX P&DC	2
WESTERN	WESTSHORES	MILWAUKEE WI MPA	29
WESTERN	WESTSHORES	MILWAUKEE WI P&DC	8
WESTERN	MIDWEST	MINN-SAINT PAUL NDC	15
WESTERN	PACIFIC NW	MISSOULA MPF	4
WESTERN	SOUTHERN CAL	MORENO VALLEY CA P&DC	7
WESTERN	WESTSHORES	MUNCIE P&DF	5
EASTERN	SOUTHEAST	MUSIC CITY ANNEX	22

EASTERN	NEW ENGLAND	NASHUA NH P&DC	1
EASTERN	SOUTHEAST	NASHVILLE TN P&DC	14
EASTERN	NEW YORK METRO	NEW JERSEY NDC	13
EASTERN	SOUTHWEST	NEW ORLEANS LA P&DC	21
EASTERN	SOUTH ATLANTIC	NORFOLK VA P&DC	19
WESTERN	PACIFIC NW	NORTH BAY CA P&DC	11
WESTERN	PACIFIC NW	NORTH PENINSULA DDC	7
WESTERN	MIDWEST	NORTH PLATTE MPF	2
EASTERN	SOUTHWEST	NORTH TEXAS TX P&DC	43
EASTERN	SOUTH ATLANTIC	NORTHERN VA P&DC	16
EASTERN	NEW YORK METRO	NORTHRN NJ METRO P&DC	14
EASTERN	SOUTHWEST	NORTHWEST ARKANSAS P&DF	3
WESTERN	PACIFIC NW	OAKLAND CA P&DC	41
EASTERN	SOUTHWEST	OKLAHOMA CITY OK P&DC	20
WESTERN	MIDWEST	OMAHA NE MCA	1
WESTERN	MIDWEST	OMAHA NE P&DC	4
WESTERN	WESTSHORES	OSHKOSH P&DF	4
WESTERN	WESTSHORES	PALATINE IL P&DC	10
EASTERN	SOUTHEAST	PEACHTREE GA P&DC	16
EASTERN	CHESAPEAKE	PENNWOOD PLACE PA P&DC	17
EASTERN	GULF ATLANTIC	PENSACOLA FL P&DC	6
EASTERN	CHESAPEAKE	PHILADELPHIA NDC	15
EASTERN	CHESAPEAKE	PHILADELPHIA PA P&DC	6
EASTERN	CHESAPEAKE	PITTSBURGH PA P&DC	1
WESTERN	PACIFIC NW	POCATELLO MPF	4
WESTERN	WESTERN	PROVO P&DC	8
WESTERN	WESTSHORES	QUAD CITIES IL P&DC	2
EASTERN	SOUTH ATLANTIC	RALEIGH NC P&DC	15
EASTERN	SOUTH ATLANTIC	RICHMOND VA P&DC	21
WESTERN	PACIFIC NW	SACRAMENTO CA P&DC	26
WESTERN	WESTERN	SALT LAKE CITY ASF	38
WESTERN	WESTERN	SALT LAKE CITY UT P&DC	9
EASTERN	SOUTHWEST	SAN ANTONIO ANNEX	25
WESTERN	SOUTHERN CAL	SAN BERNARDINO CA P&DC	17
WESTERN	PACIFIC NW	SAN FRANCISCO CA P&DC	7
WESTERN	PACIFIC NW	SAN FRANCISCO NDC	8
WESTERN	SOUTHERN CAL	SANTA ANA CA P&DC	7
WESTERN	SOUTHERN CAL	SANTA BARBARA CA P&DC	10
WESTERN	SOUTHERN CAL	SANTA CLARITA CA P&DC	17
WESTERN	PACIFIC NW	SEATTLE DDC-EAST	8
WESTERN	PACIFIC NW	SEATTLE NDC	12
WESTERN	PACIFIC NW	SEATTLE PRIORITY MAIL ANX	8
WESTERN	PACIFIC NW	SEATTLE WA P&DC	41
EASTERN	SOUTHWEST	SHREVEPORT LA P&DC	22
EASTERN	NEW YORK METRO	SO JERSEY NJ P&DC	12
WESTERN	WESTSHORES	SOUTH BEND IN P&DC	5
WESTERN	WESTSHORES	SOUTH SUBURBAN IL P&DC	38

WESTERN	PACIFIC NW	SPOKANE WA P&DC	17
WESTERN	LAKESHORES	SPRINGDALE ANNEX	39
WESTERN	WESTSHORES	SPRINGFIELD IL P&DC	4
WESTERN	MIDWEST	SPRINGFIELD P&DC	9
WESTERN	MIDWEST	ST LOUIS NDC	9
EASTERN	SOUTHWEST	ST ROSE ANNEX	7
EASTERN	NEW ENGLAND	SYRACUSE NY P&DC	5
WESTERN	PACIFIC NW	TACOMA WA P&DC	6
EASTERN	GULF ATLANTIC	TALLAHASSEE FL P&DC	3
WESTERN	LAKESHORES	TOLEDO OH P&DC	4
EASTERN	CHESAPEAKE	WASHINGTON NDC	15
WESTERN	PACIFIC NW	WENATCHEE MPF	5
EASTERN	NEW ENGLAND	WESTCHESTER NY P&DC	8
EASTERN	NEW ENGLAND	WHITE RIVER JUNC VT P&DC	3
WESTERN	PACIFIC NW	YAKIMA MPF	1
EASTERN	GULF ATLANTIC	YBOR CITY FL P&DC	9
WESTERN	LAKESHORES	YOUNGSTOWN P&DF	8

**Questions & Answers**  
**for the**  
**MOU, Re: Additional Function 1 Staffing – July 27, 2022**

- 1. Question: Will the conversions to career status provided for in the Memorandum of Understanding (MOU), Re: Additional Function 1 Staffing – July 27, 2022, count against the 1:4 or 1:6 ratios contained in the MOU, Re: Residual Vacancies – Clerk Craft?**

Answer: No. The conversions to career status provided for in the MOU, *Re: Additional Function 1 Staffing – July 27, 2022*, are not counted against the subject 1:4 or 1:6 ratios. The Function 1 conversions to career status provided for in the MOU, *Re: Additional Function 1 Staffing – July 27, 2022*, are in addition to those conversions to career status that result when the MOU, *Re: Residual Vacancies – Clerk Craft*, is applied.

- 2. Question: What assignments will the Postal Support Employees (PSEs) who are converted to career status pursuant to the MOU, Re: Additional Function 1 – July 27, 2022, be placed into?**

Answer: The PSEs who are converted to career status pursuant to the MOU, *Re: Additional Function 1 Staffing – July 27, 2022*, will be provided the opportunity to preference positions from the residual vacancies listed in the August 2022 postings for regular eReassign for the bid cluster/installation to which they are assigned. The subject PSEs will be placed into these residual vacancies based on their relative standing within the bid cluster/installation. Any PSE who does not successfully secure placement to a residual vacancy will be assigned, in accordance with the provisions of Article 37, a schedule as an unencumbered regular in Function 1 equal to the number on the attached table.

- 3. Question: In the 157 facilities on the USPS provided table attached to the MOU, Re: Additional Function 1 Staffing – July 27, 2022, will the PSE conversions result in the clerk duty assignments being increased?**

Answer: Yes. Function 1 duty assignments in those 157 facilities/installations will be over and above the current number of duty assignments. Any conversions to career status that result from residual vacancies listed in the regular eReassign postings will not count toward the subject 2,404 PSE conversions.

- 4. Question: Will any conversion(s) or duty assignment posting(s) resulting from a settlement in the installations listed from any grievances filed prior to September 10, 2022, be counted towards the number of conversions required by the MOU, Re: Additional Function 1 Staffing – July 27, 2022?**

Answer: No.

- 5. Question: Will the bid clusters listed in the USPS provided “Clerk Conversion List 7-27-2022” be required to post new duty assignments to account for the increase in career clerk complement as a result of the PSEs converted under the MOU, Re: Additional Function 1 Staffing – July 27, 2022?**

Response: Yes. No later than October 26, 2022, sufficient duty assignments will be posted in Function 1 for bid within the bid clusters to allow for the bidding or placement of employees due to the agreed upon increase in staffing. Any residual duty assignments will be filled in accordance with Article 37 and the MOU, *Re: Residual Vacancies – Clerk Craft*.

6. **Question: If those converted are placed in unencumbered schedules and are subsequently not placed into a duty assignment through bid or assignment process within 120 days, what will happen?**


Answer: Duty assignments will be posted for bid within the installation consistent with Article 37.4.D.

7. **Question: Did the usage of the term “FTR Clerk Actual to ‘NEW EARNED’” on the USPS provided document attached to both the conversions under the MOU, *Additional Function 1 Staffing*, dated December 24, 2020, the MOU, *Re: Additional Function 1 Staffing - March 22, 2021*, the MOU, *Re: Additional Function 1 Staffing – June 21, 2021*, MOU, *Re: Additional Function 1 Staffing – March 25, 2022*, MOU, *Re: Additional Function 1 Staffing – May 26, 2022*, or the MOU, *Re: Additional Function 1 Staffing – July 27, 2022*, imply acceptance by the APWU, create a standard, or change either party’s position on whether any computer program/model establishes clerk craft staffing, or affects any disputes where this term/earned hours are cited?**

Answer: No. The parties understand that the APWU remains opposed to the Postal Service’s “earned hours” concept.


8. **Question: Does any part of the MOU, *Re: Additional Function 1 Staffing*, dated December 24, 2020, the MOU, *Re: Additional Function 1 Staffing - March 22, 2021*, the MOU, *Re: Additional Function 1 Staffing - June 21, 2021*, the MOU, *Re: Additional Function 1 Staffing – March 25, 2022*, the MOU, *Re: Additional Function 1 Staffing – May 26, 2022*, or the MOU, *Re: Additional Function 1 Staffing – July 27, 2022*, alter any part of the MOU, *Re: Residual Vacancies – Clerk Craft*?**

Answer: No.



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Thomas J. Blum  
Vice President, Labor Relations (A)  
United States Postal Service



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Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO

Date: July 27, 2022