

American Postal Workers Union, AFL-CIO

To: Pacific Area Locals

From: Western Region Coordinator

4 FEB 09

Re: Pacific Area USPS Q&As

The attached USPS Pacific Area Q & As are being issued to employees by management and are herein sent to you for Your Information.

The Western Region does not necessarily agree to the contents. Although we have reviewed them we made it clear to Area management that our review does not mean assent.

We had a dispute with the Area over an earlier version of Q 2. The previous Answer indicated that the Regional Office had agreed to the process. We do not agree over how USPS is offering withheld duty assignments. We are generating appeals and are requesting individual locals to initiate individual grievances. The new version answer is generic and clearly indicates grievances may be filed.

We also have a dispute over involuntary details when impacted employees are being forced to report to and work at a different office than their bidded duty assignment before they are officially re-assigned.

Please review the attached Q & A s and reduce your issues to writing as soon as possible. You may also develop your own additional questions. Submit your questions to my office for development of a Regional Labor-Management agenda.

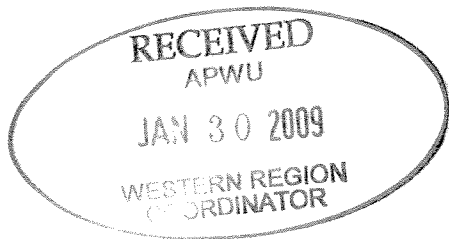
Thank you for your prompt attention to this matter.

Fraternally yours,

A handwritten signature in black ink, appearing to read 'Omar', is written over the text 'Fraternally yours,'.

Omar M. Gonzalez

Regional Coordinator



QUESTIONS & ANSWERS
1/28/09

FOR YOUR INFORMATION
FROM OMAR M. GONZALEZ
REGIONAL COORDINATOR
TO: PACIFIC AREA LOCALS

1. *I have been a Postal employee for a number of years. I come to work and do a good job. Why am I being forced to move to another job?*

A. The Postal Service, like any other business, needs to do business in the most cost effective and efficient manner possible. This means we must maximize the use of our automation and staff to our workload but still provide service to our customers. Our volume is down and continues to decline which requires changes and realign our postal plants and post offices.

2. *Does our Union agree to these changes?*

A. The Principles of Seniority and Reassignments outlined in the National Agreement is the process that we use to accomplish the need to realign our staffing requirements along with any applicable Local Memorandum of Understanding. As in any other matters the Union may appeal alleged violations through the grievance-arbitration procedure.

3. *Will I have a choice of where I am reassigned?*

A. You will be granted an opportunity to express a preference for available assignments in other crafts at same or lower level in your current bid installation that have been withheld (reserved) for the placement of impacted employees. Your preference will be considered but final placement will be based on your seniority as compared to other impacted employees in your office who also will be expressing a preference for these jobs. Seniority will prevail.

4. *What happens if no one in my office selects one of the jobs in the other crafts in my bid installation?*

A. We will slot the junior impacted clerks to the assignments.

5. *If there are withheld assignments in the clerk or maintenance craft will I be able to express a preference for those jobs?*

A. Once we fill the withheld assignments in other crafts in your bid installation, any remaining unplaced clerks in your bid installation will have an opportunity to express a preference on the list of withheld assignments provided for placement. Those assignments will include positions in the clerk and custodial crafts if available as well as positions in other crafts. Seniority will prevail.

6. *My letter states that I can elect to change to PTF or PTR to remain in my current office or craft. If I choose to change, can I select either PTF or PTR? And how does changing impact my status?*

A. No, in a 200 man year office you can only elect to change to PTR. In a non-200 man year office you can elect only to change to PTF.

Also:

- You will not have a right to retreat back to your office.
- If you change to PTF you may be eligible to be converted to FT if a need for additional full-time arises **but only after all FT employees excessed from your office are given the opportunity to retreat or have been returned.**
- If you change to PTR, **you along with any other PTR will not be eligible to bid and/or be placed in a FT assignment until all employees excessed in a full-time status have been given the opportunity to retreat or are returned to their craft.**
- The minimum guarantee for PTF or PTRs is **2 or 4 hours per pay** period depending on the size of the office.
- A change to PTF or PTR **does not** grant protection from being excessed. If the number of employees electing to change to PTF or PTRs causes over staffing, management may excess/reassign PTF or PTRs.

7. *If I am placed in a carrier duty assignment, will I have to pass a driving requirement? If I fail such requirement what will happen to me?*

A. You need to have a valid driver's license and pass a driving test. If you fail the driving test, you are subject to separation. Such separation is subject to be appealed through the grievance-arbitration procedure.

8. What happens if I do not submit a preference form?

A. You will be assigned to one of the remaining assignments based on management's needs and the contractual order for filling assignments. Example: there are 9 carrier withheld assignments in your office and 10 clerks being excessed from your office. No one selects one of the 10 jobs. The 9 junior clerks will be slotted to the jobs.

9. What happens to me if I do not make enough choice selections to secure a duty assignment from the list available duty assignment?

A. You will be assigned to one of the remaining assignments based on management's needs.

10. Will I have retreat rights to my former craft and/or installation?

A.

- If you are placed in another craft in your current installation, you will be returned to your former craft at the first available opportunity.
- If you are placed in your craft but outside of your current installation or in another craft outside of your installation, at the time that you are reassigned you are entitled to file a written request to be assigned to the first vacancy in the same level or in a lower or higher level in the craft and installation you were reassigned from.
- You must indicate the salary levels when you submit the request.
- If you elect to retreat to a lower level assignment, you will not be entitled to salary protection.
- A form will be made available for you to exercise Retreat Rights and the options above.

11. When I am reassigned, will I retain my seniority?

A.

- If you are reassigned to a position in the clerk craft, you will be reassigned with your seniority.
- If you are reassigned to a position in another craft, you will start a new period of seniority but retain your full-time status. Upon returning to your former craft, you will regain the seniority you previously had in that craft, augmented by the intervening employment in the other craft.

12. May a senior employee not identified for excessing elect to go to the gaining installation in same craft in lieu of a junior employee being excessed?

A. Yes, in the clerk craft a senior employee not being impacted may elect to go to an identified withheld clerk duty assignment in lieu of a junior impacted employee and keep his/her seniority. Senior employees electing to be reassigned will not have retreat rights. The senior employee reassigning in lieu of will have a bidding restriction of 180 days from the date of reassignment.

13. May a senior employee not being impacted elect to go to an identified assignment in another craft in another installation in lieu of a junior employee being excessed?

A. Yes, but the senior clerk will start a new period of seniority. The senior employee electing reassignment will have no retreat rights and will have a bidding restriction of 180 days from the date of reassignment.

14. May a senior employee not being impacted elect to go to an identified assignment in another craft in their installation.

A. The option of going to an assignment in lieu of a junior employee is not available for withheld assignments in other crafts within the installation.