

February 10, 2020

Idowu Balogun
Director, Maintenance Division
American Postal Workers Union, AFL-CIO
1300 L Street N.W.
Washington, D.C. 20005-4128

RE: Q10T-4Q-C 15206030

Recently, the parties met to discuss the Arbitrator Goldberg Award dated June 30, 2017, regarding POSTPlan Custodial Staffing ("POSTPlan Custodial Staffing Award").

The parties agree that determining whether a contract cleaning service can be utilized in an Administrative Post Office (APO) and its associated Remotely Managed Post Offices (RMPOs) within a POSTPlan Installation will be based on the Collective Bargaining Agreement (CBA) Memorandum of Understanding (MOU), *Re: Subcontracting Cleaning Services*.

The Postmaster of each existing POSTPlan Installation shall provide the subcontracting computation for the POSTPlan Installation to the local or state APWU President who represents the installation, as soon as possible, but no later than 60 days after the date of this Agreement. The Postmaster will also include the name of the facilities (APO and RMPO(s)) within each POSTPlan Installation and the current custodial employees on the rolls/authorized custodial positions in each facility.

The following will apply to POSTPlan Installations for which the subcontracting computation is ONE (1) or higher.

1. Custodial duties that are currently performed by contractors and other non-Maintenance Craft employees shall be assigned to Maintenance Craft Custodial employees within 180 days of the date of this Agreement.
2. Cleaning contracts that include a penalty for cancelling the contract should be provided to the national parties to be reviewed for determination regarding the effective date of the cancellation.
3. For compliance with the POSTPlan Custodial Staffing Award, current custodial employees as of the date of this Agreement who are within the POSTPlan Installation will not be involuntarily reassigned to a different office within the POSTPlan Installation or have their duty assignment reposted to change their principal assignment area from one office to another. Current custodial

employees will also not be required to have driving qualifications and privately-owned vehicle requirements added to their duty assignments. The Postmaster of each POSTPlan Installation with a current custodial employee on the date of this Agreement will notify that employee, in writing, of their option to have driving qualifications and privately-owned vehicle requirements added to his or her duty assignment. If a current custodial employee does not opt to have driving qualifications and privately-owned vehicle requirements added to his or her duty assignment within sixty (60) days of the date of this agreement, the cleaning duties not assigned to the current custodial employee in the offices in the custodial employee's POSTPlan Installation may be assigned to other available APWU bargaining unit employees in the facility. Under these circumstances, Line H requirements for these offices not assigned to the current custodial employee will not apply. Line H requirements only apply to offices maintained by Maintenance Craft Custodial employees. Once the current custodial employee vacates their assignment, any subsequent posting will comply with number 5 below and cleaning duties assigned to other available APWU bargaining unit employees will return to the Maintenance Craft Custodial assignment.

4. For initial vacant or new custodial duty assignments in POSTPlan Installations, Management will provide the local or state APWU President who represents the installation with the proposed Notice of Intent and solicit their input prior to posting.
5. The Postal Service may require in the Notice of Intent that the successful bidder use a privately-owned vehicle (POV) to travel between offices in a POSTPlan Installation. The Postal Service reserves the right to provide postal vehicles and/or transportation at its option. If a duty assignment is required to use a POV the following will be included on the Notice of Intent:
 - a. Driving qualification in accordance with the EL-312 (January 2018), Section 763.223, and
 - b. Statement, "use of a privately-owned vehicle by the successful applicant."
6. Any initial Notice of Intent will be posted no later than 90 days after the date of this Agreement.
7. Employees will be compensated at the appropriate higher-level while operating a postal vehicle or a POV between offices in a POSTPlan Installation in performance of official duties. When using a POV, daily compensation and mileage reimbursement will stop at the employee's last assigned facility where he/she ends tour.
8. Reposted or newly established duty assignments will be posted in accordance with Article 8 (Work Week and Work Schedules) and the applicable Handbook MS-47.

9. The employee will be reimbursed at the current approved mileage rate when required to use a POV in accordance with this Agreement.
10. Each facility within the POSTPlan Installation will have the necessary cleaning supplies and equipment.
11. When custodians are traveling between offices in a POSTPlan Installation in a POV, they may be required to transport custodial supplies (e.g. paper towels, toilet paper, handheld detergent spray bottle, etc.); however, they will not be required to transport soiled supplies, custodial equipment (e.g. mop buckets, buffer, vacuum, etc.) or any chemicals that can be destructive to the employee's POV.

In POSTPlan Installations for which the subcontracting computation is less than ONE (1) and a custodial employee is currently assigned, that custodial employee will remain until he/she vacates that assignment.

All outstanding regional cases that are being held pending the outcome of this dispute are returned to the field for resolution, including arbitration if necessary, after applying and implementing the terms of this agreement.

This Agreement applies only to custodial duty assignments in POSTPlan Installations and cannot be cited as precedent or having applicability in any other facilities.



Jeffery A. Meadows
Labor Relations Specialist
Contract Administration



Idowu Balogun
Director, Maintenance Division
American Postal Workers Union, AFL-CIO

Date: February 10, 2020