

LABOR RELATIONS



June 6, 2001

William Burrus  
 Executive Vice President  
 American Postal Workers Union, AFL-CIO  
 1300 L Street, NW  
 Washington, DC 20005-4128

Dear Bill:

This is a follow-up to our meeting and discussions regarding the process for employees wishing to transfer into the Postal Priority Mail Processing Centers (PPMPCs) in accordance with the December 30, 2000 PPMPC Memorandum of Understanding (MOU).

Specifically, this relates to provision 1.B., which states:

"During the transition period, full-time career employees in the district commuting area who are eligible and qualified will be offered the opportunity to transfer to the PPMPC and vacancies may be withheld pursuant to Article 12 to accommodate excessed employees. Selections to duty assignments will be made by seniority."

In order to comply with this provision, duty assignments not withheld per Article 12 will be advertised in all Postal facilities within 50 miles of the PPMPC. All full-time clerks (including unencumbered employees), full-time maintenance, and full-time motor vehicle (as appropriate) craft employees who are eligible and qualified will have the opportunity to express their interest in transferring to the PPMPC.

Any employee who expresses an interest must be in the same craft, eligible, and qualified in accordance with the National Agreement. Eligible for transfer means he/she meets the criteria in the MOU on pages 316 – 319 of the Collective Bargaining Agreement.

For purposes of determining if an employee is qualified, the following will apply:

1. The employee:
  - \* Is currently holding the position and is not under a bidding restriction at his/her current installation which would prevent the employee from bidding on a similar duty assignment, **or**;
2. The employee:
  - \* Has taken the appropriate entrance examination for the position or meets the criteria of the MOU on pages 354 - 355 of the Collective Bargaining Agreement, **and**;
  - \* Is not under a bidding restriction at his/her current installation which would prevent the employee from bidding on a similar duty assignment, **and**;
  - \* Has the necessary skill requirements, e.g., driving requirements.

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The list of detail assignments in each craft (Clerk and Maintenance/Motor Vehicle, if appropriate) will be advertised/posted in the appropriate installations and each interested employee must submit in writing to the District Human Resources office his/her desire to transfer to the PPMPC no later than 30 days after the duty assignments are advertised. The APWU Regional Coordinator will be provided a copy of the list of interested employees when the advertisement process is complete.


The applications of interested full-time clerk, maintenance, and motor vehicle, if appropriate, employees from all the facilities within 50 miles of the PPMPC will be consolidated and put into one list by craft in installation craft seniority order for each PPMPC. Transfers will be granted when appropriate by craft to eligible and qualified employees in seniority order. Employees will not be eligible for any relocation expenses or other expenses incurred as a result of transferring to the PPMPC.


After management selects the full-time employees who will be accepted into the PPMPC, part-time flexible employees may be considered in accordance with the National Agreement.

Employees, who transfer to the PPMPC before January 1, 2003, will retain their current installation craft seniority. In the event of ties, the seniority tiebreakers in the National Agreement will be applied. Employees, who transfer on or after January 1, 2003, will have their seniority determined in accordance with the applicable provisions of the Collective Bargaining Agreement.

Employees will be considered on detail for 180 days from the date of the first career employee transferred into the PPMPC. After the 180 days, all established duty assignments will be posted for bid in each craft in the PPMPC for all eligible employees. Employees who are subsequently excessed from the PPMPC will assume the seniority date reflecting service in the PPMPC.

Nothing in this joint communication is intended to change any of the provisions of the December 30, 2000, PPMPC MOU or diminish either parties rights contained therein.

  
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Peter A. Sgro  
Manager  
Contract Administration  
U.S. Postal Service

  
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