

**QUESTIONS AND ANSWERS**  
**Remote Encoding Center**  
**Full-Time Flexible MOU**

**1. Where do the terms of the Full-time Flexible MOU apply?**

**ANSWER:** The terms of the REC FTF MOU only apply to the REC network and may not be referenced for any purpose outside of the REC network.

**2. What is a full-time flexible duty assignment?**

**ANSWER:** A full-time flexible duty assignment is a senior qualified bid duty assignment. The posted duty assignment includes a scheduled start time and scheduled days off that can be changed weekly with Wednesday of the preceding week notice.

**3. How can the scheduled hours and days off be changed?**

**ANSWER:** The start time and days off can be changed by a management posting no later than Wednesday of the preceding service week.

**4. Is the Wednesday of the preceding week notice sufficient for holiday weeks?**

**ANSWER:** No. Holiday week postings are subject to the Article 11.6 requirement that holiday schedules be posted as of the Tuesday preceding the service week in which the holiday falls.

**5. Is there a limit on the changes?**

**ANSWER:** No. There is no limitation so long as the Wednesday of the preceding week posting deadline is met.

**6. What makes up a schedule for a full-time flexible duty assignment?**

**ANSWER:** A FTF schedule will be five (5) days per week with eight (8) hours per day within nine (9).

**7. Will a full-time flexible receive a premium if their schedule is properly changed each week?**

**ANSWER:** No.

**8. What schedule will the full-time flexible employee work if no schedule is posted by Wednesday of the preceding week?**

**ANSWER:** The employee will be expected to work their basic work schedule as reflected in original posting of the assignment for bid.

**9. Could the full-time flexible's schedule be changed after Wednesday of the preceding week?**

**ANSWER:** Yes. However, the employee would be entitled to compensation in accordance with ELM 434.612.b (including overtime and guarantee pay) like any other full-time employee.

**10. Can a full-time flexible be assigned to a residual vacancy in the Installation?**


**ANSWER:** No. The full-time flexible is a bid duty assignment. The employee is considered to be encumbered in their bid duty assignment and is not unassigned or unencumbered.

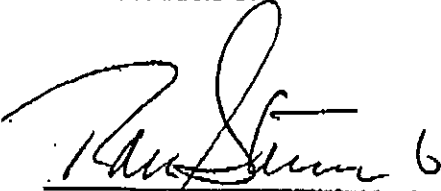
**11. How will an employee be placed into a full-time flexible duty assignment?**

**ANSWER:** The Postal Service will post full-time flexible duty assignments for bid in accordance with the REC FTF MOU and Article 37, including start time and non-scheduled days.

**12. Will both current RECs post all FTF duty assignments at this time?**

**ANSWER:** No. The Wichita REC will post the newly created FTF duty assignments. The Salt Lake City REC has completed a preference process for the FTF duty assignments and they will not be reposted at this time. Both RECs will fill FTF duty assignments by posting in the future in accordance with Article 37.

  
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6-8-12  
Date