

Questions & Answers for the MOU, *Re: Additional Function 1 Staffing*,  
dated December 24, 2020

1. Question: Will the conversions to career status provided for in the Memorandum of Understanding (MOU), *Re: Additional Function 1 Staffing*, 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*, are not counted against the subject 1:4 or 1:6 ratios. The conversions to career status provided for in the MOU, *Re: Additional Function 1 Staffing*, 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 Staffing*, be placed into?

Answer: The PSEs who are converted to career status pursuant to the MOU, *Re: Additional Function 1 Staffing*, will be converted to unencumbered full-time regular status and provided the opportunity to preference positions from the residual vacancies listed in the February 2021 posting 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 in Function 1 in the facilities to which they are assigned.

3. Question: If the PSEs who are converted to career status pursuant to the MOU, *Re: Additional Function 1 Staffing*, preference the residual vacancies posted in the February 2021 posting for regular eReassign for the bid cluster/installation to which they are assigned, will additional conversions to career status still occur when the MOU, *Re: Residual Vacancies – Clerk Craft*, is applied in that bid cluster/installation?

Answer: Yes. The conversions to career status provided for in the MOU, *Re: Additional Function 1 Staffing*, are in addition to those conversions to career status that result when the MOU, *Re: Residual Vacancies – Clerk Craft*, is applied. Any PSE conversions in accordance with the MOU, *Re: Residual Vacancies – Clerk Craft*, will not be counted toward the 5,524 PSE conversions as required by the MOU, *Re: Additional Function 1 Staffing*.

4. Question: In the 192 plants on the USPS provided list attached to the MOU, *Re: Additional Function 1 Staffing*, will the PSE conversions result in the clerk duty assignments being increased?

Answer: Yes. F1 duty assignments in those 192 facilities 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 5,524 PSE conversions.

5. Question: Will the facilities listed in the USPS provided “Clerk Conversion List 12.24.20” be required to post new duty assignments to account for the increase in career clerk complement as a result from the PSEs converted under the MOU, *Re: Additional Function 1 Staffing*?

Answer: Yes. As soon as practicable, sufficient duty assignments will be posted 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 assignment 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 “Clerk Conversion List 12.24.20” attached to the Additional F1 Staffing MOU 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*, alter any part of the MOU, *Residual Vacancies – Clerk Craft*?

Answer: No.



---

Katherine Attridge  
Vice President, Labor Relations  
United States Postal Service



---

Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO

Date: January 8, 2021