**FILLING RESIDUAL VACANCIES**

The APWU and USPS agreed to a Memorandum of Understanding (MOU) dated March 3, 2014, which outlined a pecking order for residual duty assignments (residual vacancies) to be filled. Article 37, Section 1.H defines a residual vacancy as “A duty assignment that remains vacant after the completion of the voluntary bidding process”. The 3-20-14 MOU became the first real opportunity for PSEs in the Clerk Craft to be converted to career, once Part-Time Flexible (PTF) clerks and other career employees via the pecking order are offered the applicable residual vacancies.

The 2015-2018 Collective Bargaining Agreement (CBA) included an MOU titled “Residual Vacancies – Clerk Craft”, which provided the pecking order for filling residual vacancies within the contract. This MOU was carried over into the 2018-2021 CBA (Pages 374-378) and the 2021-2024 CBA (Pages 430-434). The parties have also established a set of Questions & Answers regarding this MOU in the 2022 Joint Contract Interpretation Manual (JCIM), located in Article 37, Pages 76 – 81 and in this section of the Clerk Craft webpage.