

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO

**Re: RESOLUTION OF POSTAL SUPPORT EMPLOYEE (PSE)
SALARY EXCEPTION ISSUES**

The parties agree to the following terms to resolve Postal Support Employees (PSE) Salary Exception issues.

The parties agree to resolve the remedy issue in case Q11V-4Q-C 12180389 from the award from Arbitrator Goldberg dated July 25, 2013 by agreeing to the following:

Where PSE salary exceptions have been implemented previously:

- All Postal Vehicle Service (PVS) PSE drivers not currently receiving a salary exception who are of the same craft, level, and installation where salary exceptions were previously implemented, shall be granted the same salary exception. This new salary increase for those PSE drivers will become effective at the beginning of the pay period which occurs 2 pay periods after the signing of this agreement.
- All Clerk Craft PSE's not currently receiving a salary exception in installations where salary exceptions were previously implemented in the Dakotas District shall be granted the same salary exception. This new salary increase for those Clerk Craft PSEs will become effective at the beginning of the pay period which occurs 2 pay periods after the signing of this agreement..
- Any PSE who is of the same craft, level, and installation where salary exceptions were previously implemented and who resigned in order to receive a higher salary shall be given his or her prior standing on the roll. These same PSEs shall be retroactively converted to career where their original standing on the roll would have qualified them for conversion previously, had they not resigned.
- Those PSEs who have been granted a salary exception, whenever they are converted to career within the same craft and level, shall be granted a starting hourly rate that is not less than that PSE's hourly rate immediately prior to career conversion. Those PSEs who have been granted a salary exception, whenever they are converted to career within the same craft but to a lower level (in MVS/PVS whenever they voluntarily accept a conversion to career in a lower level), shall be granted a starting hourly rate that is not less than the hourly exception for PSEs within that craft and lower level immediately prior to career conversion.

For all future PSE salary exceptions:

- The parties shall continue to meet at the National level and discuss specifically any requests by the Postal Service for a proposed salary exception for a particular location in accordance with the interpretation of paragraph 1 (g) of the PSE MOU as interpreted by Arbitrator Goldberg in the above-referenced award.
- Whenever a PSE PVS driver salary exception is requested by the Postal Service in the future, all PSE PVS drivers who are of the same craft, level, and installation shall be granted the same salary exception. This new salary increase will become effective at the beginning of the pay period which occurs 2 pay periods after the APWU has agreed to the salary exception.
- Whenever a PSE salary exception is requested by the Postal Service in the future for PSEs other than PSE PVS drivers, it is agreed that the parties will discuss the extent of the geographic scope of the salary exception (e.g. facility-wide, installation-wide, district-wide, etc.).
- Whenever PSEs are granted a salary exception, and thereafter converted to career within the same craft and level, they shall be granted a starting hourly rate that is not less than the hourly rate immediately prior to career conversion. Those PSEs who have been granted a salary exception, whenever they are converted to career within the same craft but to a lower level (in MVS/PVS whenever they voluntarily accept a conversion to career in a lower level), shall be granted a starting hourly rate that is not less than the hourly exception, if applicable, for PSEs within that craft and lower level immediately prior to career conversion.

When requesting PSE pay exceptions, management will continue to provide the same type of information as has been provided in the past.

This agreement completely resolves case Q11V-4Q-C 12180389 and all grievances held pending the resolution of case Q11V-4Q-C 12180389 are resolved in accordance with the terms of this agreement.



Doug A. Tulino
Vice President
Labor Relations
United States Postal Service



Mark Dimondstein
President
American Postal Workers Union
(AFL-CIO)

Date: June 6, 2014