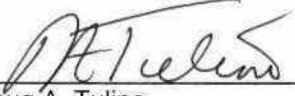



**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE**  
**UNITED STATES POSTAL SERVICE**  
**AND THE**  
**AMERICAN POSTAL WORKERS UNION, AFL-CIO**

**Re: Addendum to Memorandum of Understanding of September 22, 2014, Re: POSTPlan**

1. The parties agree that in addition to the career positions resulting from paragraphs V and XIII of the Memorandum of Understanding (MOU) dated 9-22-14, there will be a number of Level 4 Remotely Managed Post Offices (RMPOs) that will be staffed with career part-time flexible (PTF) employees.
2. The number of Level 4 RMPOs referenced above will be staffed with impacted Postmasters who volunteer to become career PTF employees in the Post Offices where they are currently assigned, except as provided in paragraph 5 of this MOU.
3. Further, the parties agree that all other Level 4 RMPOs within the same Administrative Post Office (APO) installation/bid cluster where the impacted Postmaster volunteers to become a PTF employee, will be staffed with a career PTF employee. The new PTF position to staff these Level 4 RMPOs will be established within 60 days of the signing of this MOU. The seniority for these PTF employees will be one day senior to any PTF position established under paragraph 2 above. Except as provided under paragraph XVII of the MOU dated 9-22-14, Re: POSTPlan Staffing of Offices, Filling of Assignment, PSE Usage and Conversions, APO bid clusters will not be reconfigured to circumvent this provision.
4. The parties agree that the number of Level 4 RMPOs that will be maintained and staffed by career PTF employees will be the greater of the number of PTF positions created in accordance with either paragraphs 2 or 3 above. If an existing Level 4 RMPO is downgraded in accordance with paragraph XVII of the MOU dated 9-22-14 and that office is staffed by a former impacted Postmaster who volunteered to become a PTF, the Postal Service will have the option to staff that office with a Level 6 PSE.
5. Employees eligible for retreat rights as stated in paragraph V of the MOU dated 9-22-14 will be afforded the opportunity to exercise those retreat rights prior to an impacted Postmaster being assigned to that office. Further, it is agreed that any PSE employee who exercises their option to work in a Level 4 RMPO consistent with the October 8, 2014, POSTPlan pecking order, will have that option honored. If either of the above circumstances exist and the Postal Service decides to place the impacted Postmaster in a career bargaining unit position, it will be to another Level 4 RMPO and the above provisions will apply.
6. The Postal Service will provide the American Postal Workers Union (APWU) at the National level a list of the Level 4 RMPOs that are staffed by PTF employees. This list will include the office name and finance number and identify which of these Level 4 RMPOs are staffed by former Postmasters.

7. Any issues arising from the application of the terms of this agreement will be discussed by the parties at the National level prior to the placement of any employees into any vacancy resulting from this MOU. Any disputes arising from this MOU will be handled under the Administrative Dispute Resolution Process (ADRP) at the National level.

  
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Doug A. Tulino  
Vice President, Labor Relations  
U.S. Postal Service

  
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Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO

Date: 12/31/14