

Mr. Lamont Brooks  
Assistant Director  
Clerk Craft Division  
American Postal Workers  
Union, AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4128

Re: APWU #HQTG20140610  
USPS #Q10C-4Q-C 14289681  
Class Action

Dear Mr. Brooks:

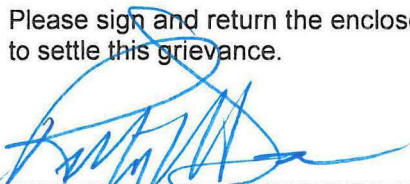
The parties met at Step 4 to discuss the above captioned grievance. Time limits were extended by mutual consent.

The issue of this grievance concerns the compensability of time spent and costs incurred by Postal Support Employees (PSEs) when obtaining fingerprints for the background investigation required for conversion to career status.

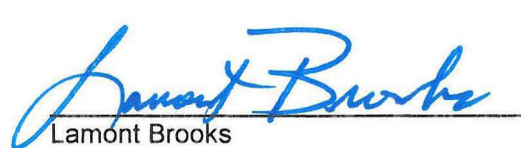
After reviewing this matter, the parties agree to resolve this grievance based on the following:

1. Reasonable and necessary time spent by PSEs obtaining fingerprints necessary for a background investigation under the subject circumstance is compensable time. Additionally, the Postal Service is responsible for any direct costs for fingerprinting.
2. Determining the need for and procedures used to obtain background investigations, including acquiring fingerprints, is within the sole discretion of management in accordance with the Collective Bargaining Agreement (CBA) and applicable postal handbooks and manuals.
3. This agreement applies to any affected PSE converted to career who was not properly compensated in accordance with this Agreement and based on local fact circumstances.
4. Any unresolved issues will be initiated and processed in accordance with Article 15 of the CBA. Any grievances held in abeyance pending the outcome of this dispute will be met on and discussed by the parties at the appropriate step of the grievance procedure and processed in accordance with Article 15 of the CBA.

Please sign and return the enclosed copy of this decision as acknowledgment of your agreement to settle this grievance.

  
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Rickey R. Dean  
Labor Relations Specialist, Team Lead  
Contract Administration (APWU)  
U.S. Postal Service, HQ

7/15/2015  
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(Date)

  
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Lamont Brooks  
Assistant Director, Clerk Craft  
American Postal Workers Union, AFL-CIO

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(Date)