

January 26, 2001

APWU REGIONAL COORDINATORS
MANAGERS, HUMAN RESOURCES (AREA)
MANAGERS, LABOR RELATIONS (AREA)

SUBJECT: Postal Priority Mail Processing Center Implementation Process

There are several provisions of the December 30, 2000, Postal Priority Mail Processing Center (PPMPC) Memorandum of Understanding (MOU) that must be implemented by local management and union officials. The parties at the national level encourage the local parties to engage in open and ongoing communication to promote a productive and positive labor/management relationship in the PPMPC sites.

The purpose of this joint letter is to provide guidelines to the local parties regarding those provisions of the December 30, 2000, MOU that requires local implementation.

LOCAL LABOR/MANAGEMENT MEETING

The PPMPC Manager or designated Postal Service representative should schedule an initial local labor/management meeting with the appropriately designated local union officials for the week of January 29, 2001, at which a mutually agreed to date for a tour of the facility will be discussed.

DUTY ASSIGNMENTS

The parties at the national level will work together to establish craft jurisdictional determination for specific operations no later than March 1, 2001. Until these jurisdictional determinations are made at the national level, and/or the Postal Service hires or begins accepting transfers of career employees into the PPMPCs, jurisdictional issues, specific staffing, or duty assignments will not be the subject of local grievances.

LOCAL IMPLEMENTATION/NEGOTIATIONS

In accordance with Article 30, Section E, of the 1998 National Agreement, the local parties will meet to negotiate a local memorandum of understanding when the Postal Service establishes a new installation. The following procedure will apply when negotiating local memoranda of understanding at PPMPCs, the following will be the procedure:

There shall be a 30-consecutive day period of local implementation which shall occur within a period of 60 days commencing April 9, 2001, on the 22 specific items enumerated in Article 30, provided that no local memorandum of understanding may be inconsistent with or vary the terms of the 1998 National Agreement.”

The local parties may, by mutual agreement, delay negotiating any one or more of the 22 items until a future date they deem more appropriate (e.g., after more information is known about specific duty assignment staffing, completion of the district transfer solicitation, or the completion of the transition period). The dispute resolution procedures of Article 30 will apply, including extended negotiations mutually agreed to by the parties.

STAFFING

As required in the MOU, during the transition period, “full-time career employees in the district commuting area who are eligible and qualified will be offered the opportunity to transfer to the PPMPC and vacancies may be withheld pursuant to Article 12 to accommodate excessed employees. Selections to duty assignments will be made by seniority.” Local discussions on specific staffing or duty assignments shall be deferred until such time as these guidelines are established at the national level.

LOCAL LABOR/MANAGEMENT PERFORMANCE COMMITTEE

As required in the PPMPC MOU, a local tri-partite labor/management committee will be established with management and both the APWU and NPMHU local union officials. This committee is created for the purpose of encouraging ongoing dialogue between local management and the unions regarding the operation of the PPMPC and to discuss any ideas the unions have to improve the performance (staffing, productivity, processing, and accuracy) of the PPMPC.

The establishment of this committee should be a subject of discussion at a future local labor/management meeting. The three parties should mutually agree when this committee should be established and meet each accounting period, sometime after the local implementation period or when career employees are transferred in or hired into the PPMPC.

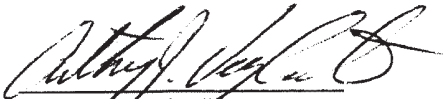
TRANSPORTATION & MAINTENANCE

In the December 30, 2000, MOU, there are provisions concerning issues related to transitioning maintenance and transportation, where appropriate. The parties will meet at the national level to discuss these provisions and, if necessary, provide guidance to the local parties regarding their responsibilities at an appropriate future time.


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Nothing in this joint communication is intended to change any of the provisions of the December 30, 2000, PPMPC MOU, or diminish any of the rights of either party contained therein.

If you have any questions, or need further guidance, please do not hesitate to contact your appropriate Headquarters official.



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Labor Relations
U.S. Postal Service



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Date:

1/26/01