Memorandum of Understanding
Between the United States Postal Service
And the
American Postal Workers Union, AFL-CIO

RE: Pecking Order for Newly Created Positions in POStPlan Installations

In accordance with the National Arbitration award for Case No: Q11C-4Q-C12243899 dated September 5, 2014, and the MOU regarding: *Staffing of Offices, Filling of Assignments, PSE Usage and Conversions* signed on September 22, 2014, the parties agree to the following pecking order for the initial filling of assignments in each installation covered by the MOU.

A. Initial Pecking Order for Filling of Newly Created Duty Assignments in 6 Hour Offices

1. Create a duty assignment.

2. Employees with retreat rights to the specific office that the employee worked in previously and employees who are able to demonstrate that they received an excessing notice from that office and who voluntarily bid out of the office. Employees may retreat regardless of status in accordance with item #2 of the MOU.

3. Full-Time Regulars (FTRs) within the installation (bid cluster) expressing a bid for the duty assignment.

4. Assignment of unencumbered employees within the installation per Article 37.4.

5. Part-Time Flexible (PTF) employees within the installation by seniority per Article 37.5.

6. Offer to PTFs working in an installation within a 50 mile radius of the installation with the vacancy. The PTF with the highest installation seniority within the 50 miles will be selected. Factors such as attendance, safety, discipline, and lock in periods will not apply.

7. Postal Support Employees (PSEs) within the installation by seniority.

8. Offer to PSEs working in an installation within a 50 mile radius of the installation with the vacancy. The PSE with the highest installation seniority within the 50 miles will be selected.

9. Employees with existing request for reassignment per Transfers MOU (page 338 of CBA)

   A. Clerk Craft (by seniority only)
   B. Other APWU Crafts
   C. All other Crafts

B. Initial Pecking Order for Filling of Newly Created PSE Positions in 4 Hour Offices

1. Create a work assignment.

2. Employees with retreat rights to the specific office that the employee worked in previously and employees who are able to demonstrate that they received an excessing notice from that office and who voluntarily bid out of the office. Employees may retreat regardless of status in accordance with item #5 of the MOU.

3. Postal Support Employees (PSEs) within the installation by seniority.

4. Offer to PSEs working in an installation within a 50 mile radius of the installation with the vacancy. The PSE with the highest installation seniority within the 50 miles will be selected.

C. Initial Pecking Order for Filling of Newly Created PTF Assignments in Level 18 Offices

1. Create a work assignment.

2. PTFs with retreat rights to the office.

3. Part-Time Flexible (PTF) employees within the installation by seniority.

4. Offer to PTFs working in an installation within a 50 mile radius of the installation with the vacancy. The PTF with the highest installation seniority within the 50 miles will be selected. Factors such as attendance, safety, discipline, and lock in periods will not apply.

5. Postal Support Employees (PSEs) within the installation by seniority.

6. Offer to PSEs working in an installation within a 50 mile radius of the installation with the vacancy. The PSE with the highest installation seniority within the 50 miles will be selected.

7. Employees with existing request for reassignment per Transfers MOU (page 338 of CBA)

   A. Clerk Craft (by seniority only)
   B. Other APWU Crafts
   C. All other Crafts

D. If FTR (Traditional or Non-Traditional) duty assignments in Level 18 offices are posted during the initial staffing process, the following pecking order will be used.

1. Create a duty assignment.

2. Employees with retreat rights.

3. Full-Time Regulars (FTRs) within the installation (bid cluster) expressing a bid for the duty assignment.

4. Assignment of unencumbered employees within the installation per Article 37.4.

5. Part-Time Flexible (PTF) employees within the installation by seniority per Article 37.5.

6. Offer to PTFs working in an installation within a 50 mile radius of the installation with the vacancy. The PTF with the highest installation seniority within the 50 miles will be selected. Factors such as attendance, safety, discipline, and lock in periods will not apply.

7. Postal Support Employees (PSEs) within the installation by seniority.

8. Offer to PSEs working in an installation within a 50 mile radius of the installation with the vacancy. The PSE with the highest installation seniority within the 50 miles will be selected.

9. Employees with existing request for reassignment per Transfers MOU (page 338 of CBA)

   A. Clerk Craft (by seniority only)
   B. Other APWU Crafts
   C. All other Crafts

E. All new assignments will be posted at the same time in the installation (bid cluster).

F. After the filling of the initial assignments in each installation with the above pecking orders, the Collective Bargaining Agreement will be followed for all future assignments.

Clint Burelson

Clint Burelson
Director, Clerk Division
American Postal Workers Union, AFL-CIO

Date: 10/8/2014

Rickey R. Dean
A/Manager, Contract Administration
United States Postal Service

Date: 10-8-2014