

In the event the parties have not met or mutual agreement is not reached within 14 days from the notification, the matter will be returned to the regional level and the event will continue to be addressed in accordance with Article 12 and Article 38. The time limits contained in Article 12 will be adhered to and the 14 day period for meeting under this MOU runs concurrently with the Article 12 time limits.

This Memorandum is intended to address the specific circumstances described above and does not alter in any way other provisions of the collective bargaining agreement.

REVISIONS TO THE APWU-USPS JOINT CONTRACT INTERPRETATION MANUAL

The following is the order for filling vacant maintenance positions:

1. Select the ranking employee on the appropriate preferred assignment register (PAR).
2. An unassigned regular employee may be assigned to the vacant duty assignment.
- 3. Activate retreat rights for excessing which occurred under 12.5.C.4 (within craft and installation).**
4. Consider higher level qualified maintenance employees requesting change to lower level. A “previously submitted” written request for assignment to lower level must have been submitted prior to the close of the Notice of Intent (Article 38.5.A.10).
5. Select the ranking employee on the appropriate promotion eligibility register (PER).
- 6. Activate retreat rights for excessing which occurred under 12.5.C.5.**
7. Consider maintenance craft employees requesting transfer before or after in-service procedures (**“after inservice” is only in the event a within installation Maintenance employee is on the Inservice register**) in the following order:
 - a. When maintenance craft employees who have requested a transfer are considered first:
 1. Consider maintenance craft employees who are already qualified for the position in question.
 2. Consider maintenance craft employees who are not qualified for the position in question but have been afforded an opportunity to qualify under the provisions for qualifying for transfer (see EL-304, Qualifying for Transfer).
 - b. If in-service procedures are considered first:
 1. Give priority consideration to career maintenance craft employees using the in-service register in score order.

2. Consider other career postal employees, regardless of craft: or position, on the in-service register in score order.
8. Consider current career employees for return to maintenance craft to a position previously held or to any position of equal or lower level for which he/she holds an eligibility rating. Employee must meet the time and eligibility criteria (outlined below).
9. Consider former career postal employees for return to maintenance craft to a position previously held or to any position of equal or lower level for which he/she holds an eligibility rating. Applicants must meet the reinstatement requirements and the time and eligibility criteria (outlined below).
10. Consider entrance register eligibles in score order.

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

Re: Career Employees In Remote Encoding Centers

The percentage of career bargaining unit employees in Remote Encoding Centers shall be increased to 50% by adding 20% full-time flexible assignments. Pursuant to the MOU Re: Maximization/Full-time Flexible APWU, these assignments will have flexible reporting times, flexible nonscheduled days and flexible reporting locations within the Center, depending upon operational requirements as established on the preceding Wednesday. The conversion of current Transitional Employee to career status shall be in accordance with the terms of the new salary structure in the 2010 National Agreement.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNITED STATES POSTAL SERVICE AND
THE JOINT BARGAINING COMMITTEE
(The American Postal Workers Union, AFL-CIO, and
National Association of Letter Carriers, AFL-CIO)**

Re: Article 7, 12 and 13 - Cross Craft and Office Size

A. It is understood by the parties that in applying the provisions of Articles 7, 12 and 13 of the **2010** National Agreement, cross craft assignments of employees, on both a temporary and permanent basis, shall continue as they were made among the six crafts under the 1978 National Agreement.

B. It is also agreed that where the **2010** Agreement makes reference to offices/facilities/installations with a certain number of employees or man years, that number shall include all categories of bargaining unit employees in the office/facility/installation who were covered by the 1978 National Agreement.
