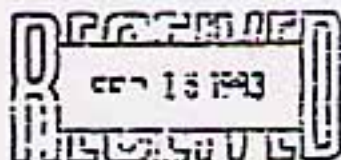




UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20020

ARTICLE	3
SECTION	3
SUBJECT	
MAXIMIZATION	
FULL TIME FLEX	

February 15, 1983



OFFICE OF
EXECUTIVE VICE PRESIDENT

Mr. William Burrus
Executive Vice President
American Postal Workers Union, AFL-CIO
817 14th Street, N.W.
Washington, D.C. 20005-3399

Dear Mr. Burrus:

This is in regard to matters concerning the provisions of the "maximization" Memorandum of Understanding and Letter of Intent between the American Postal Workers Union and the Postal Service. Pursuant to a series of discussions you have had with Postal Service representatives, the following represents our agreed-upon clarification of points in the Memorandum of Understanding and Letter of Intent:

The initial measuring period will run from January 2, 1982, through July 2, 1982, so as to coincide with pay periods. Subsequent 6-month measuring periods will coincide with the pay periods that follow; e.g., January 16, 1982, through July 16, 1982.

[Handwritten star symbol]

The senior part-time flexible employee is to be converted to full-time status consistent with certain criteria. Specifically, if the duties "causing" conversion are PS level 4, automated markup functions, the senior PTF on the level 4 markup roll is to be converted. If the duties causing the conversion are performed by a PS level 3, mail processor part-time flexible employee, the senior PTF on the level 3 mail processor roll is to be converted. If the duties justifying the conversion are performed by a PS level 4 or PS level 5 part-time flexible manual distribution employee, the senior PTF from the corresponding PS level 4 or PS level 5 roll would be converted. In situations where the duties "triggering" a conversion are a combination of manual and machine distribution, the functions

Mr. William Burrus

representing the majority of time will be the determining factor. Conversions of part-time flexibles in these instances would be consistent with Article 37, Section 2.D.5.

The term "week" in the criteria is to mean Saturday through Friday.

Part-time flexibles converted to full-time, pursuant to this Memorandum of Understanding, are to have their schedules established on the preceding Wednesday.

Individuals will be subject to the bidding restrictions which exist in the National Agreement.

Reversions or excessings of these individuals are to be in conjunction with Item 5 of the Letter of Intent, and in accordance with Article 12 of the National Agreement and applicable provisions of local memoranda of understanding.

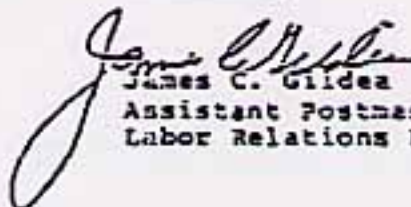
Vacated positions which had been created pursuant to this memorandum are not to be posted or filled.

Grievances filed at the local level relating to the initial period of implementation are to be forwarded from Step 2 to the national committee for review.

The Postal Service will identify part-time flexibles in the designated offices who have worked 40 or more hours per week over a 6-month period. The listing will be sent to the offices for review to determine if all other criteria for conversion have been met. The local American Postal Workers Union may review the list of names provided to each of the designated offices.

Bruce Evans, of my staff, is available should you have any questions regarding the foregoing.

Sincerely,



James C. Glider
Assistant Postmaster General
Labor Relations Department