

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

RE: Article 12

The following provisions are mutually agreed to by the parties so that the primary principle of reassignment, "the dislocation and inconvenience to employees in the regular workforce shall be kept to a minimum, consistent with the needs of the service."

The union, at the regional level, will be given notice when technological and mechanization changes impact the bargaining unit, no less than 90 days, but as much as 6 months whenever possible. This notice shall be in the form of the Manpower Impact Report (copy attached).

Any involuntary reassignments outside the installation will require a local labor management meeting. It is in the interest of both parties to meet as soon as practicable and to develop an ongoing flow of communications to insure that the principle(s) of Article 12 (reassignment) are met.

The first local labor management meeting must be held no later than 90 days prior to the involuntary reassignment of employees.

Anthony J. Vigilante
U.S. Postal Service

[Signature]
American Postal Workers
Union, AFL-CIO

9-20-89
(Date)

9-20-89
(Date)

Attachment

IMPACT/WORKHOUR REPORT

A	B	C	D
<u>AFFECTED/ZONE</u> <u>ASSOCIATE OFFICE</u>	<u>CURRENT</u> <u>(WK HRS)</u>	<u>PROPOSED</u> <u>(WK HRS)</u>	<u>DAILY</u> <u>SAVINGS</u> <u>(WK HRS)</u>

- * B = CURRENT PRODUCTIVITY RATE (MPLSM OR MANUAL)
- * B = 8,000 + ADDITIONAL MLOC COST AS APPLICABLE

**SITE IMPACT REPORT
MANPOWER IMPACT**

1. OVERTIME

a. Current mail overtime rate per accounting period.

b. Current mail processing overtime hours per accounting period:

c. Planned reduction in overtime hours per accounting period:

- in manual operations:

d. Proposed mail processing overtime hours after installation:

e. Proposed overtime rate in mail processing per accounting period after installation of equipment:

2. CASUALS

a. Current number of mail processing casuals on rolls:

b. Average hours worked by mail processing casuals per accounting period:

c. Planned reduction in mail processing hours per accounting period:

d. Number of mail processing casuals impacted by reduced hours

- in manual operations

**SITE IMPACT REPORT
MANPOWER**

- e. Number of mail processing casual positions to be eliminated:
- f. Number of mail processing casuals remaining: _____
- g. Justify the need for these remaining casuals:

3. PART-TIME FLEXIBLES

- a. Current number of mail processing PTF'S on rolls: _____
- b. Average hours worked by PTF's per accounting period: _____
- c. Planned reduction in PTF hours per accounting period: _____
- d. Number of individual mail processing PTF's impacted by reduced hours
 - in manual operations: _____

4. FULL-TIME REGULAR EMPLOYEES

- a. How many full-time positions are to be abolished and/or reverted:
- in manual operations: _____
- b. Will there be any employee excessing: YES NO
(Circle One)
- c. Of the employees to be excessed out of their sections, but remain within their installation, how many will be:
- Excessed from manual operations: _____
- Excessed into manual operations: _____
- Excessed into machine operations: _____
- d. Will excessing out of the installation be required: YES NO
(Circle One)
- e. How many positions:
- f. List the anticipated post offices and vacancies to which assignment will be made:

- | Facility | Assignment |
|----------|------------|
|----------|------------|

**SITE IMPACT REPORT
MANPOWER IMPACT**

- g. Provide a narrative explaining the need for
excessing:**

- h. Provide a narrative of your current and future plan
and any adjustments made as a result of deployment.**