

MAINTENANCE SELECTION PROCESS INTERIM PROCEDURES June 22, 2011

As you are aware, the new 2011 APWU Collective Bargaining Agreement, which was ratified May 23, 2011, implements changes to the selection procedure for maintenance positions. In contrast with the previous 2006 Agreement, the new agreement requires the following with respect to the selection process:

- Positions be filled on the basis of installation seniority without regard to occupational group or level. See, attached 38.5.B.2 of the 2010 collective bargaining agreement
- No selection be made from a designated lower level as previously found under Article 38.5.B.2 of the 2006 Agreement
- Continued selection be made of old MSS group employees by banded score order (using installation seniority as the first tiebreaker within each band first) prior to selection of new MSS employees (also known as RMSS), who are rated on the 955 Exam in banded score order using installation seniority as the first tiebreaker. See, attached 38.5.B.8 a – c.
- Remove the tier level fill and stop process, filling all positions available until there are no eligible employees left, and a vacancy cannot be filled. See, attached 38.5.B.5

Update of ABID has begun, in order to enable it to correctly select employees in the manner prescribed above. However, updates and customer acceptance testing will not be completed prior to the middle of September.

For that reason, any maintenance craft selections will have to be made manually, and the updated selection information entered into ABID once the system is ready to properly process selections according to the new terms of the agreement. PLEASE DO NOT MAKE CHANGES TO ABID IN ORDER TO FORCE THE SYSTEM AT THIS TIME TO MAKE THE CORRECT SELECTION. Doing so would adversely affect the coming software update.

For those employees listed in ABID under provisions of the old 2006 agreement version of Article 38.5.B.2 (whose scores were converted to 101 by ABID in order to move them to the top of the PER since occupational group seniority was used as a tiebreaker) the internal ABID score of 101 cannot be used in the new banded scoring process. For that reason, you will need to obtain the original score the employee had under the old process MSS system. You should have that score information maintained in your maintenance files, and use it to properly place employees in banded score order.

Accordingly, please prepare PER worksheets in order to track the hiring changes you make. Your selections should be made in the following order of priority on the PER per terms of the new agreement:

- Old MSS group employees from any level
 - Ranked by relevant banded exam score order
 - Within the banded score order, installation seniority without regard to occupational group or level as the first tie breaker, then according to the terms of Article 38.3.J
- New MSS (RMSS) group employees from any level
 - Ranked by relevant banded exam score order
 - Within the banded score order, installation seniority without regard to occupational group or level as the first tie breaker, then according to the terms of Article 38.3.J

This interim selection process should be used until you are notified on or about mid-September that ABID has been updated, and software updates are being pushed to the field.

You will be notified when ABID is ready for you to input the following information:

- updated selection information for any maintenance craft selections made manually
- the original banded MSS score the employee had under the old process MSS system

No final copy of the new collective bargaining agreement is available. I have attached for your assistance copies of the draft USPS Article 38 (separate document), the draft APWU Collective Bargaining Agreement, and the draft Article 38.5.8.7 update to the JCIM.



APWU CBA.pdf (1 MB)



Article 38.5.8.7
JCIM changes....

I have sent you this information based on a spring 2010 HR MSS Coordinator and Maintenance Coordinator contact list. If you have received this message in error, please forward it to the correct party and let me know who that is to update our records. Please forward as appropriate.

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Suggested tables:

Old MSS employees

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RMSS employees

[illegible]