

UNITED STATES POSTAL SERVICE

Washington, DC 20260

DATE: October 30, 1992

OUR REF: LR410:PAHeath:kf:20260-4126

SUBJECT: Mail Handler Settlement Agreement

TO: Area Managers, Human Resources
Field Directors, Human Resources

In a meeting between the Postal Service and the National Postal Mail Handlers Union, the parties at the national level agreed to the following understandings concerning the October 23 Settlement Agreement:

All grievances currently in the system are considered resolved.

The parties at each level of the grievance procedure should mutually identify and close all grievances respecting the use of casuals.

Arbitrations currently scheduled should be canceled.

In arbitration cases which have been heard but not decisioned, the arbitrator should be contacted and directed not to issue an award.

If an arbitrator has rendered an award finding a violation but directing the parties to negotiate over the remedy, those negotiations should continue.

Conversions should occur by November 14 in offices with more than 20 mail handlers, and by November 28 in others, unless there are problems in the latter identifying which mail handlers meet the criteria.

Conversions apply to those part-time flexible mail handlers on the rolls as of October 23.

"Facility" is considered to be the same as an "installation", rather than each station/branch/annex.

The "40 hour per week criteria" includes both work hours and paid leave hours.

An employee who is barely short of 40 hours a week during a minimum number of weeks will be considered to meet the criteria. We expect to be reasonable in this area.

If application of the 50 percent conversion formula results in a fraction, the number should be rounded up.

Conversions will be by seniority.

Nothing in the Settlement Agreement prohibits management from hiring part-time flexibles. The provisions of Article 7.3 continue to apply.

Notice of the varying schedule for newly-converted part-time flexibles should be posted by the Wednesday of the prior service week.

Newly converted mail handlers should be scheduled for 8 hours a day over 5 days.

Part-time regulars count toward the number of mail handlers in a facility (installation), but do not qualify for conversion under this settlement.

Mail handler vacancies currently withheld under Article 12 will continue to be withheld. Currently-withheld vacancies will not be reposted. However, within six months management will review the necessity for withholding these mail handler assignments.

Newly-converted mail handlers may bid on any vacancy posted after their conversion.

No later than 90 days after conversion, management will post sufficient full-time duty assignments to accommodate the full-time mail handlers converted under this Settlement Agreement.

Current casuals may be reemployed.

Casuals can be hired for multiple 359-day terms. However, there must be a six-day break in service between casual appointments.

Although the casual cap has been increased, the limitation in the National Agreement concerning using qualified and available part-time flexibles at the straight time rate during the course of the service week prior to using casuals is still in effect.

Reports will continue to be distributed on a division basis.

Reports will be provided as specified in the National Agreement.

Transitional Employees may not perform mail handler work.

The National Agreement requires national approval to raise the casual cap, and local parties do not have the right to vary the terms of the National Agreement. Local agreements to raise the casual cap must have national concurrence.

All mail handlers will be protected from layoff during the term of the Settlement Agreement, not just those hired prior to October 23.

A handwritten signature in dark ink, appearing to read "William J. Downes", is written over the printed name.

William J. Downes
Director
Office of Contract Administration

cc: Mr. Claudis Johnson, NPMHU