



UNITED STATES POSTAL SERVICE
475 L'ENFANT PLAZA SW
WASHINGTON DC 20260

October 28, 1992

NOV 1992
Received
Office of the
Vice President

Mr. William Burrus
Executive Vice President
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4128

Re: Memorandum of Understanding (MOU),
Conversions under the Maximization Memorandum

Dear Bill:

A USPS-APWU MOU, entitled Conversions under the Maximization Memorandum, was disseminated to the field. Since its distribution, field personnel as well as local union officials have raised questions regarding the intent of the MOU.

During a recent telecon between you, Bill Downes and me, we discussed the MOU dated August 19, 1992, and agreed that the following examples represent the parties' understanding of the MOU:

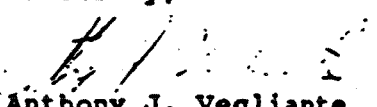
Where part-time flexible (PTF) employees qualify under the provisions of the maximization memo, the senior PTF will be converted, unless the work performed was the same work being withheld pursuant to Article 12. Such work will not count towards maximization qualification. If a PTF worked 40 hours in a week; but the PTF worked for 5 hours on an assignment which was being withheld, those 5 hours would not count towards qualification and the PTF would not qualify under the MOU.

The number of PTFs converted under this MOU should not be controlled solely by the number of vacancies being withheld at an installation unless it can be

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demonstrated that the work or part of the work performed by the PTFs was the same work of withheld vacancies.

Sincerely,



Anthony J. Vegliante
General Manager
Programs and Policies Division
Office of Contract Administration
Labor Relations Department