

U. S. POSTAL SERVICE				ARTICLE Appendix A	
LABOR RELATIONS REPORTER				SECTION 2	
				PARAGRAPH C.5.b.(5)	
ISSUE NO. 22	DATE 7/5/74	PAGES 1	SUPERSEDES: ISSUE NO.	PAGE(S)	TRANSMITTAL LETTER NO. 5

SUBJECT: Seniority Rights of a Full-time Employee Who Elects To Change to a Part-time Flexible in Lieu of Reassignment:

When a full-time employee elects to change to a part-time flexible in the same craft or occupational group in lieu of involuntary reassignment, such employee should be placed at the top of the part-time flexible roster. The employee takes all of his seniority with him upon the change and accumulates additional seniority as a part-time flexible, which seniority goes with him upon any later conversion back to the full-time workforce.

If a full-time employee, junior to the employee who elected to change to part-time flexible as discussed above, is excessed or involuntarily reassigned to another installation, then, this junior employee has a retreat right in accordance with the requirements of Appendix A, Section II, Clerk Craft, Subsection C.5.b(6). The senior employee who changed to part-time flexible has no "retreat right" to the full-time workforce, but, as is the case with all part-time flexibles, the employee must wait until the Employer converts him to a full-time vacancy. However, the senior employee, who opted to change to part-time flexible in lieu of reassignment, would take all his seniority with him upon a later conversion to a full-time vacancy. This employee would be slotted into the full-time roster where appropriate and thus would be senior to any junior employee who had returned to the installation as a result of exercising his retreat rights.