**From:** Mike Morris
**Sent:** Tuesday, November 08, 2011 4:00 PM
**To:** NBAs; Regional Coordinators; Clerk Department; Motor Vehicle Department; Maintenance Department; Greg Bell; Cliff Guffey, President
**Cc:** Tom Maier
**Subject:** Super Seniority Interpretation

Brothers and Sisters:

The issue of the rights that accrue under Article 17, Section 3 when excessing occurs has recently arisen due to the acceleration of AMPs and other events that appear to be on the horizon.   I am putting this out so that the position of the APWU is clear in regard to steward protection.

The contract states:

**“While serving as a steward or chief steward, an employee may not be involuntarily transferred to another tour, to another station or branch of the particular post office or to another independent post office or installation unless there is no job for which the employee is qualified on such tour, or in such station or branch, or post office.”**

This language is not intended to protect the steward from being excessed, per se, rather it is intended to protect the bargaining unit from the loss of a steward.

So long as there are bargaining unit employees remaining on a tour, or station or branch, or installation to be represented, the steward may not be excessed.  In some of the current AMPs that are occurring there are entire Tour 1 and/or Tour 3 operations that are being eliminated in the losing offices, with bargaining unit employees only remaining on Tour 2.

In those circumstances where an entire tour or section or branch is eliminated, the stewards who had worked in those areas DO NOT have protection from excessing on a different tour. For example if a small plant’s Tour 1 and Tour 3 operations are eliminated, any steward who served on those tours prior to the excessing would have no right to remain on Tour 2, at the expense of more senior employees, unless that steward represented multiple tours including Tour 2 before the excessing.

If you have any questions on this, please let me know.

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