

MEMORANDUM OF INTENT  
BETWEEN THE  
UNITED STATES POSTAL SERVICE AND  
AMERICAN POSTAL WORKERS UNION, AFL-CIO

RE: MODIFICATION TO EXISTING TRANSFER RULES SPECIFICALLY FOR IMPLEMENTATION OF MOU SIGNED FEBRUARY 2, 1993

Reference Section 1.B.(3). of the Memorandum of Understanding signed February 2, 1993 and the 1990-1994 Collective Bargaining Agreement, Article 12, Section 6. Transfers.

With these provisions in mind, following are modified transfer rules in connection with the MOU signed between the parties.

TRANSFERS TO FULL-TIME REGULAR POSITIONS BY FULL-TIME REGULAR OR PART TIME REGULAR EMPLOYEES THROUGH THE APWU REGIONAL COORDINATOR:

FULL-TIME REGULAR OR PART-TIME REGULAR CLERK CRAFT  
EMPLOYEES TRANSFERRING TO FULL-TIME VACANT POSITIONS -- IN  
LIEU OF PTFs FOR CONVERSION TO FTR

A. Management will identify full-time vacant positions (residual duty assignments or unencumbered) and provide a list of those positions to the APWU Regional Coordinator. The APWU Regional Coordinator may identify full-time regular or part-time regular clerks for transfer to these positions and installation heads are required to accept them with the following exceptions:

Management may deny transfer if:

1. the employee has a live disciplinary record as defined in Article 16, Section 10, and/or,
2. the employee is on light or limited duty.

B. Transfers of full-time regular or part time regular career clerk craft employees to and from offices of any size office through this process will be counted towards the obligation of the employer to offer opportunities to convert PTF employees to FT in offices of less than 100 career clerk craft employees.

C. Transfers will be contingent on the employee possessing the minimum qualifications for the position as established in the MOU on Page 308 of the national agreement.

D. These modifications to the transfer rules will be for the Clerk Craft only and be in effect until the obligations are complete under the Memorandum of Understanding signed February 2, 1993.

E. Other than the Clerk Craft, transfer requests are subject to the existing provisions of the contract.

TRANSFERS TO PART TIME CAREER POSITIONS THROUGH THE APWU REGIONAL COORDINATOR:

FULL-TIME REGULAR OR PART-TIME CLERK CRAFT EMPLOYEES TRANSFERRING TO PART-TIME FLEXIBLE POSITIONS

A. Prior to hiring PTFs/PTRs, management may provide a list of part-time flexible career positions to be filled to the APWU Regional Coordinator. The APWU Regional Coordinator will identify full-time regular, part-time flexible or part-time regular clerks for transfer to these positions and installation heads are required to accept them with the following exceptions:

Management may deny transfer if:

1. the employee has a live disciplinary record as defined in Article 16, Section 10, and/or,
2. the employee is on light or limited duty.

B. Transfers will be contingent on the employee possessing the minimum qualifications for the position as established in the MOU on Page 308 of the national agreement.

C. These modifications to the transfer rules will be for the Clerk Craft only and be in effect until the obligations are complete under the Memorandum of Understanding signed February 2, 1993.

D. Other than the Clerk Craft, transfer requests are subject to the existing provisions of the contract.

E. If the APWU Regional Coordinator is not provided with a PTF position to be filled and the Postal Service fills the need through hiring, any subsequent conversion of the PTF to full-time by the employer does not count towards the obligation of the employer under the MOU to offer conversion opportunities for PTFs in less than 100 career clerk craft employees.

If the APWU Regional Coordinator is provided with a PTF position to be filled and supplies an employee who is accepted for the transfer, any subsequent conversion of the PTF to full-time counts toward the obligation of the employer under the MOU to offer conversion opportunities for PTFs in less than 100 career clerk craft employees.

If the APWU Regional Coordinator is provided with a PTF position to be filled and is unable to provide a PTF/PTR/FTR transfer, the Postal Service may proceed to fill the need through hiring. A subsequent conversion of the PTF to full-time will count towards the obligation of the

employer under the MOU to offer conversion opportunities for PTFs in less than 100 career clerk craft employees.

William Burrus  
Mr. William Burrus  
Executive Vice President  
American Postal Workers  
Union, AFL-CIO

Date: 4-6-93

William J. Downes  
Mr. William J. Downes  
Manager  
Contract Administration  
APWU/NPMHU

Date: 4-2-93