

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

**RE: TE/PTF CONVERSION MOU - WHAT CONVERSIONS COUNT TOWARD
EMPLOYER OBLIGATION**

This Memorandum of Intent (MOI) details the understanding between the parties of what counts toward the employer's obligation under Section 1.B.(1). in the Memorandum Of Understanding (MOU) signed February 2, 1993.

Following are the basic principles to be used in determining which opportunities count towards the obligation as described above.

When the APWU Regional Coordinator is provided an opportunity to fill a full-time career position, that opportunity will count toward the employer's obligation under Section 1.B.(1). of the MOU.

When the APWU Regional Coordinator is provided an opportunity to fill a part-time flexible career position, that opportunity will count toward the employer's obligation under Section 1.B.(1). of the MOU when the PTF is subsequently converted to full-time.

Conversions of PTFs Within Own Installation
(Less than 100 Career Clerk Craft Employee Installations)

All PTFs on the rolls on February 2, 1993, in less than 100 career clerk craft employee installations, converted to full-time regular status within their own installation will count.

Full-Time Regular Positions

All full-time regular opportunities provided to the APWU Regional Coordinator in accordance with the MOU will count.

Part-Time Flexible Positions

If the APWU Regional Coordinator is provided with a PTF position to be filled and supplies a PTF/PTR/FTR employee who is accepted for the transfer, any subsequent conversion of the PTF to full-time regular will count.

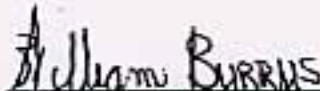
If the APWU Regional Coordinator is provided with a PTF position to be filled and is unable to provide a PTF/PTR/FTR transfer, the Postal Service may proceed to fill the need through hiring. A subsequent conversion of the PTF

to full-time regular will count.

If the APWU Regional Coordinator is NOT provided with a PTF position to be filled and the Postal Service fills the need through hiring, a subsequent conversion of the PTF to full-time regular does NOT count, unless the PTR opportunity was provided to the APWU Regional Coordinator and the Coordinator provided the PTF in question.


If the employer hires a PTR who is subsequently converted to PTF and eventually converted to full-time regular, it will NOT count unless the PTF opportunity was provided to the APWU Regional Coordinator and the Coordinator provided the PTR in question.

These provisions will be in effect only for the duration of the MOU signed February 2, 1993 or until the employer's obligations to offer opportunities is complete.



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

Date: 4-6-93



William Downes
Manager
Contract Administration
APWU/NPMHU

Date: 4-6-93