

**Questions & Answers  
for the  
MOU, Re: Additional Function 1 Staffing – May 26, 2022**

- 1. Question: Will the conversions to career status provided for in the Memorandum of Understanding (MOU), Re: Additional Function 1 Staffing – May 26, 2022, count against the 1:4 or 1:6 ratios contained in the MOU, Re: Residual Vacancies – Clerk Craft?**

Answer: No. The conversions to career status provided for in the MOU, *Re: Additional Function 1 Staffing – May 26, 2022*, are not counted against the subject 1:4 or 1:6 ratios. The Function 1 conversions to career status provided for in the MOU, *Re: Additional Function 1 Staffing – May 26, 2022*, are in addition to those conversions to career status that result when the MOU, *Re: Residual Vacancies – Clerk Craft*, is applied.

- 2. Question: What assignments will the Postal Support Employees (PSEs) who are converted to career status pursuant to the MOU, Re: Additional Function 1 – May 26, 2022, be placed into?**

Answer: The PSEs who are converted to career status pursuant to the MOU, *Re: Additional Function 1 Staffing – May 26, 2022*, will be provided the opportunity to preference positions from the residual vacancies listed in the June and July 2022 postings for regular eReassign for the bid cluster/installation to which they are assigned. The subject PSEs will be placed into these residual vacancies based on their relative standing within the bid cluster/installation. Any PSE who does not successfully secure placement to a residual vacancy will be assigned, in accordance with the provisions of Article 37, a schedule as an unencumbered regular in Function 1 equal to the number on the attached Table 1.

- 3. Question: In the 18 facilities on the USPS provided Table 1 attached to the MOU, Re: Additional Function 1 Staffing – May 26, 2022, will the PSE conversions result in the clerk duty assignments being increased?**

Answer: Yes. Function 1 duty assignments in those 31 facilities/installations will be over and above the current number of duty assignments. Any conversions to career status that result from residual vacancies listed in the regular eReassign postings will not count toward the subject 457 PSE conversions.

- 4. Question: Will any conversion(s) or duty assignment posting(s) resulting from a settlement in the installations listed from any grievances filed prior to July 16, 2022, be counted towards the number of conversions required by the MOU, Re: Additional Function 1 Staffing – May 26, 2022?**

Answer: No.

- 5. Question: Will the bid clusters listed in the USPS provided “Clerk Conversion List May 26, 2022” be required to post new duty assignments to account for the increase in career clerk complement as a result from the PSEs converted under the MOU, Re: Additional Function 1 Staffing – May 26, 2022?**

Answer: Yes. No later than September 1, 2022, sufficient duty assignments will be posted in Function 1 for bid within the bid clusters to allow for the bidding or placement of employees due to the agreed upon increase in staffing. Any residual duty assignments will be filled in accordance with Article 37 and the MOU, *Re: Residual Vacancies – Clerk Craft*.

6. **Question: If those converted are placed in unencumbered schedules and are subsequently not placed into a duty assignment through bid or assignment process within 120 days, what will happen?**

Answer: Duty assignments will be posted for bid within the installation consistent with Article 37.4.D.

7. **Question: Did the usage of the term “FTR Clerk Actual to ‘NEW EARNED’” on the USPS provided document attached to both the conversions under the MOU, *Additional Function 1 Staffing* dated December 24, 2020, the MOU, *Re: Additional Function 1 Staffing - March 22, 2021*, the MOU, *Re: Additional Function 1 Staffing – June 21, 2021*, MOU, *Re: Additional Function 1 Staffing – March 26, 2022*, or the MOU, *Re: Additional Function 1 Staffing – May 26, 2022*, imply acceptance by the APWU, create a standard, or change either party’s position on whether any computer program/model establishes clerk craft staffing, or affects any disputes where this term/earned hours are cited?**

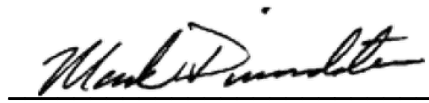
Answer: No. The parties understand that the APWU remains opposed to the Postal Service’s “earned hours” concept.

8. **Question: Does any part of the MOU, *Re: Additional Function 1 Staffing* dated December 24, 2020, the MOU, *Re: Additional Function 1 Staffing - March 22, 2021*, the MOU, *Re: Additional Function 1 Staffing - June 21, 2021*, the MOU, *Re: Additional Function 1 Staffing – March 26, 2022*, or the MOU, *Re: Additional Function 1 Staffing – May 26, 2022*, alter any part of the MOU, *Re: Residual Vacancies – Clerk Craft*?**

Answer: No.



Thomas Blum  
Vice President, Labor Relations (A)  
United States Postal Service



Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO

Date: May 26, 2022

| Facility  | Clerk Conversion List |
|---|-----------------------|
| ATLANTA GA NDC PSA                              | 6                     |
| BOSTON MA PSA                                   | 11                    |
| CHICAGO IL PSA                                  | 9                     |
| CINCINNATI OH PSA                               | 4                     |
| CLEVELAND OH PSA                                | 4                     |
| DENVER CO PSA                                   | 19                    |
| DETROIT MI PSA                                  | 8                     |
| FORT WORTH TX P&DC PSA                          | 7                     |
| GREENSBORO NC PSA                               | 16                    |
| HARRISBURG PA PSA                               | 7                     |
| HARTFORD CT P&DC                                | 24                    |
| INDIANAPOLIS IN PSA                             | 25                    |
| INDUSTRY CA P&DC PSA                            | 19                    |
| LAS VEGAS NV PSA                                | 17                    |
| LOS ANGELES CA P&DC                             | 30                    |
| MARGARET L. SELLERS CA P&DC EXTENDED PEAK ANNEX | 3                     |
| MEMPHIS TN P&DC                                 | 29                    |
| MID-CAROLINA NC PSA                             | 12                    |
| MINNEAPOLIS MN PSA                              | 10                    |
| NASHVILLE TN PSA                                | 10                    |
| NEW JERSEY NJ PSA                               | 9                     |
| PHILADELPHIA PA NDC PSA                         | 44                    |
| PITTSBURGH PA PSA                               | 38                    |
| RALEIGH NC P&DC EXTENDED PEAK ANNEX             | 19                    |
| SALT LAKE CITY UT P&DC                          | 7                     |
| SEATTLE WA PSA                                  | 17                    |
| SPRINGFIELD NDC                                 | 28                    |
| ST. LOUIS MO PSA                                | 8                     |
| STOCKTON CA EXTENDED PEAK ANNEX                 | 3                     |
| WASHINGTON DC NDC PSA                           | 8                     |
| RICHMOND VA P&DC                                | 6                     |
| <b>Total</b>                                    | <b>457</b>            |