

Mr. Steven Raymer
Director, Maintenance Division
American Postal Workers Union, AFL-CIO
1300 L Street, NW
Washington, DC 20005-4128

RE: Q06T-4Q-C 09136271/A19T20092
Q06T-4Q-C 09148152/A19T20094
Washington, DC 20260-9998

Dear Mr. Raymer:

Recently, the parties met to discuss the above-captioned grievances which are pending at National Level Arbitration of the grievance/arbitration procedures. The parties mutually agree to resolve the issues as follows:

These grievances concern the Revamped Maintenance Selection System (RMSS) to include the following two letters:

1. Re: Follow-up to the Maintenance Selection System (MSS) Revision – Qualification Standards and Examination 955 which the American Postal Workers Union initiated as an Article 19 Appeal to Arbitration on February 27, 2009.
2. Re: In Accordance with Article 19 the USPS is Revising Handbook EL-304 – Maintenance Selection System (MSS) which the American Postal Workers Union initiated as an Article 19 Appeal to Arbitration on March 3, 2009.

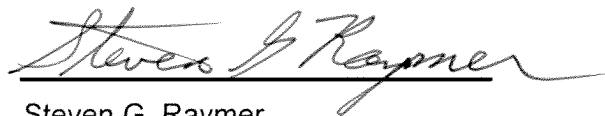
The Memorandum of Understanding (MOU) between the United States Postal Service and the American Postal Workers Union, AFL-CIO, dated June 1, 2009, Subject: Revamped Maintenance Selection System (RMSS) applies to these issues. Additionally, the implementation of the RMSS required the parties to agree to minor modifications of Maintenance Craft Qualification Standards and changes to the Handbook EL-304, Maintenance Selection System.

1. The attached June 2009 EL-304 is the agreed upon Maintenance Selection System handbook applicable to the RMSS including Examination 955.
2. As a result of creating the 2009 EL-304, which governs the Maintenance Selection System, the parties made minor modifications to Maintenance Craft Knowledge, Skill and Abilities (KSAs) contained in qualification standards for maintenance positions. The purpose of the KSA modifications was solely to facilitate the Revamped MSS testing process for Maintenance Craft positions.

Please sign and return this decision as your acknowledgment of the agreement to settle and withdraw these cases from the pending National Level Arbitration listing.



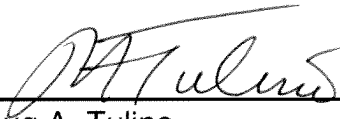
Ronald J. Scott
Labor Relations Specialist
Contract Administration (APWU)
United States Postal Service



Steven G. Raymer
Director
Maintenance Division
American Postal Workers Union, AFL-CIO

Date: 6/3/09

Due to the implementation and utilization of the new Revamped Maintenance Selection System, the parties mutually agree to the following Memorandum of Understanding which contains specific language modifications to Article 38 of the 2006-2010 Collective Bargaining Agreement between the United States Postal Service and the American Postal Workers Union, AFL-CIO.



Doug A. Tulino
Vice-President
Labor Relations



William Burrus
President
American Postal Workers Union – AFL-CIO

Date June 1, 2009

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

SUBJECT: Revamped Maintenance Selection System (RMSS)

The United States Postal Service (USPS) and the American Postal Workers Union (APWU) mutually agree to the following amendments to work rules governing the Maintenance Selection System. All other work rules will remain in effect, except where explicitly changed by this agreement.

1. In accordance with Article 38.5.B.1, all employees under the current Maintenance Selection System (MSS) who, prior to the signing of this document, have participated in the MSS and received an eligible rating will be placed at the top of the Promotion Eligibility Registers (PER) for each occupational group.
2. The employees identified in paragraph 1 above will be ranked in accordance with Section 5.B.8.a and 5.B.8.b of Article 38 of the 2006-2010 APWU/USPS Collective Bargaining Agreement. Each individual, eligible, incraft MSS rating for each employee shall remain valid and shall not expire.
3. Employees, other than those who applied during the 2009 MSS Open Season, who have begun the MSS process prior to May 27, 2009 and are awaiting scheduling and completion of the process, including Promotion Eligibility Updates pursuant to the current Article 38.5.D, or are awaiting their results shall continue to be processed and if they receive an eligible rating shall be ranked on the appropriate PER with the employees according to paragraphs 1 and 2 above.
4. Except for application of the above, the Revamped MSS shall be effective upon the signing of this document. The Revamped MSS consists of Examination 955 and a Review Panel. To implement the Revamped MSS, the parties made modifications to certain Maintenance Craft Knowledge, Skill and Abilities (KSAs) contained in qualification standards for maintenance positions. The purpose of the KSA modifications was solely to facilitate the Revamped MSS testing process for Maintenance Craft positions.

5. Employees receiving an eligible rating from the Revamped MSS process will be ranked on the PER below the employees identified in paragraphs 1 through 3 above.
6. A new item c. will be inserted into Article 38.5.B.8 of the 2006-2010 APWU/USPS Collective Bargaining Agreement (with the current Article 38.5.B.8.c and 8.d re-lettered to d and e respectively) as described below:

The provisions in Section 5.B.8.a and Section 5.B.8.b above do not apply to employees under the Revamped Maintenance Selection System. The employer will convert all employees achieved scores into banded scores as indicated below and all employees who are determined to be eligible under the Revamped Maintenance Selection System shall be ranked on the appropriate PER by their banded score. All achieved scores within a listed band will be considered as a tie (or the same score) for all successful applicants within each specific band.

90.0 – 100.0

80.0 – 89.9

75.0 – 79.9

70.0 – 74.9

7. Due to the implementation and utilization of the Revamped MSS, the parties agree that Article 38.5.D of the 2006-2010 APWU/USPS Collective Bargaining Agreement will be revised as follows with the exception that the sentences that are being deleted shall remain in effect and citable for any MSS dispute, grievance or issue currently pending:

~~Upon notification from an employee of the acquisition of new or additional training, education, or experience pertinent to the qualifications for the position, the Employer will request from NTAC the necessary training material within 7 calendar days of receipt of such notification. The employer shall have an additional 30 days to complete the update process. Such employee notification must be furnished within thirty days of the acquisition of such additional training, education or experience.~~ **Employees under the Revamped Maintenance Selection System shall be permitted to update by retaking the incraft RMSS process no earlier than 120 days from the generation of their last MSS rating. This is applicable to both eligible and ineligible ratings obtained under any current or previous MSS process. Upon such**

employee update request the employer shall have thirty-seven (37) days to complete the process including notification of the result to the employee. The promotion eligibility register shall not be updated during the period of time a vacant position is in the process of being filled. Employees shall be listed on this register in order of qualifications, and all listed positions for promotion shall be awarded to the best qualified applicants, except those positions set forth in Section 5.B.2 of this Article.



Doug A. Tulino
Vice-President
Labor Relations



William Burrus
President
American Postal Workers Union – AFL-CIO

Date June 1, 2009