

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

Re: Clerk Craft Saved Grade

The United States Postal Service (USPS) and the American Postal Workers Union (APWU), AFL-CIO, agreed in an April 2, 2001, Memorandum of Understanding (MOU) entitled *Reassignment Procedures, Clerk Craft; AFSM 100, TACS and FSM Automation*, to certain procedures for Clerk Craft reassignments.

The MOU also contains saved grade provisions for clerk craft employees moving to a lower level. Those saved grade provisions are contained in Section A.3 of that MOU and state as follows:

3. Beginning with the above referenced notification, any employees in the same level, section, and status, up to the number of employees identified above, who bid to a lower level duty assignment will receive saved grade as follows:
 - a. Employees who receive saved grade under this MOU will not be required to bid or apply for vacancies in their former wage level for a period of two years from the time they occupy the lower level duty assignment.
 - b. After the two-year period, employees will be expected to bid or apply to former level duty assignments for which they are qualified or may become qualified by entering a scheme deferment period.
 - c. If no employee in the saved grade status bids or applies to the former level duty assignments, the junior employee(s) in the saved grade status will have their saved grade taken away.
 - d. An employee in saved grade status who bids or applies for a former wage level duty assignment and is declared the senior bidder but fails to qualify, will lose saved grade protection. No more than one employee in the saved grade status group will have saved grade taken away for each former level duty assignment posted.

The parties agree the saved grade provision of Section A.3 of that MOU will be prospectively granted to any employee who, after January 1, 2000, based on the AFSM 100 impact, was in the same level, section and status, up to the number of identified impacted employees, who bid to a lower level duty assignment. There will be no back pay claim allowed for any employee.

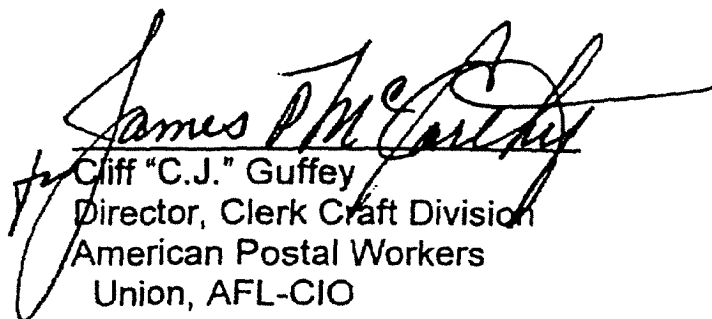
Employees who feel they are eligible to receive this saved grade must submit in writing to their Human Resources office details of when they bid to the lower level, what position/duty assignment they were in, and how they were potentially impacted due to the AFSM 100 deployment.

The employee must still be in the lower level position. This submission must be done by June 20, 2001. After submission and verification of eligibility, the Human Resource office will make the necessary adjustment to the employees effective on August 18, 2001. From that date forward, the employees who are eligible will receive the saved grade as described above.

If there are any disputes regarding that application of this agreement, they will be referred to the national level for review and disposition. This agreement shall be without precedent as to any other dispute now pending or to arise in the future between and among these parties and cannot be cited by either party in any forum for purposes other than enforcing or interpreting the provisions contained herein.



Peter A. Sgro
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Cliff "C.J." Guffey
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Date: 4/18/2001