


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

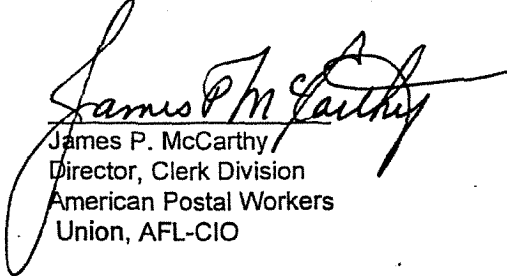
**RE: Senior Mail Processors (SMP) PS-6 in Non-Maintenance Capable Offices**

- 1) The determination of whether an office is "non-maintenance capable" for the purposes of this Memorandum of Understanding (MOU) shall be governed by the provisions of the attached February 2, 1994, grievance settlement in Case Nos. H0C-NA-C 19008 and H0C-NA-C 19010.
- 2) The senior bidder for all SMP positions and mixed duty assignments which include SMP duties, will enter a deferment period and be provided appropriate combinations of training, testing, and practical demonstration of ability to perform in the actual position. Permanent assignment to the duty assignment will be deferred until successful completion of the above mentioned requirements. If the employee does not satisfactorily complete these requirements or withdraws, the employee will be returned to his/her former duty assignment and the next senior bidder will be placed into training.
- 3) SMP duty assignments (full-time and part-time regular) may be established as mixed duty assignments and include Mail Processing Clerk; Window Clerk; Distribution and Window Clerk; Sales, Service and Distribution Associate; and Sales & Service Associate duties.
- 4) For purposes of this agreement, management will staff non-maintenance capable offices with a number of SMPs (either full-time regular, part-time regular, or part-time flexible) based on the attached criteria of active equipment.
- 5) This MOU will replace the April 6, 1995, MOU and is non-citable and non-precedential concerning issues involving Clerk Craft "mixed" duty assignments and is made without prejudice to the position of either party concerning "mixed duty assignments" issues in general.

  
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Peter A. Sgro  
Manager  
Contract Administration

5/9/02  
Date

Attachment

  
\_\_\_\_\_  
James P. McCarthy  
Director, Clerk Division  
American Postal Workers  
Union, AFL-CIO

Number of Active CSBCS per site	# SMPs Per Site
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1	1
2	1
3	1
4	2
5	2
6	3
7	3
8	4
9	4
10	5
11	5
12	6
13	6
14	7
15	7