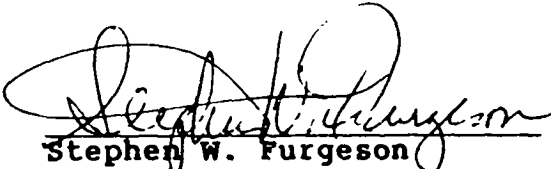


MEMORANDUM OF UNDERSTANDING  
 BETWEEN THE  
 UNITED STATES POSTAL SERVICE  
 AND THE  
 AMERICAN POSTAL WORKERS UNION, AFL-CIO

The United States Postal Service and the American Postal Workers Union, AFL-CIO (Parties), mutually agree that Arbitrator Carlton Snow's award in Case Number H7N-4Q-C 10845 shall be applied in a prospective fashion effective with the date of the award.


Accordingly, employees who are excessed into APWU represented crafts (Clerk, Maintenance, Motor Vehicle, and Special Delivery Messenger) after December 19, 1991, under the provisions of Article 12.5.C.5, shall begin a new period of seniority.

This Memorandum is without precedent or prejudice to the position of either party concerning the issue of prospective or retroactive application of arbitration awards.

  
 Stephen W. Furgeson  
 General Manager  
 Grievance and Arbitration  
 Division

Date

April 1, 1992

  
 Moe Biller  
 President  
 American Postal Workers  
 Union, AFL-CIO

Date

April 16, 1992