

May 26, 2005

NEW ENTRANCE BATTERY 473

Questions and Answers

1. Question: How will current clerk craft employees be impacted by implementation of the new Battery Test 473?

Response: For all career clerk craft employees other than Computerized Forwarding System (CFS) Clerks covered by the Memorandum of Understanding Re: Computer forwarding System – CFS Clerk Reassignment (December 19, 2002), and Remote Encoding Center (REC) site career employees covered by the Memorandum of Understanding Re: REC CLOSINGS- CLERK CRAFT ONLY (March 31, 1999), the new test will have no immediate impact. Employees will continue to be able to bid on those vacant assignments on which they were previously able to bid, and will continue to voluntarily transfer into and be involuntarily excessed into those positions previously available to them under the old Battery Test 470. This will be true as well for employees exercising their right to restoration after full or partial recovery from a job-related illness or injury.

2. Question: How are CFS Clerk Craft employees in sites scheduled for closure impacted?

Response: For career clerks, the MOU that applies to CFS site closings, noted above, specifically waives the Battery Test 470 requirement for purposes of reassignment subsequent to a CFS closing. There is no provision to waive a successor test. Those career employees affected by CFS site closings, however, will be given the opportunity to take Battery Test 473 to facilitate placement.

3. Question: How are REC Clerk Craft employees in sites scheduled for closure impacted?

Response: For career clerks, Data Collection Operators (DCO) who have completed one year of successful, continuous career service, after completing all the job qualifications (CBIT, OJT 440 hours of keyboard) will be deemed to be qualified on Battery Test 473.

Transitional Employees on the rolls in a REC site covered by the Memorandum of Understanding Re: REC CLOSINGS – TRANSITIONAL EMPLOYEES (July 14, 1999), will be given one opportunity to take Battery Test 473 at the nearest district.

4. Question: To what positions will Battery Test 473 apply?

Response: It will apply to the positions of Mail Processing Clerk (Occ. Code: 2315-0063); Carrier, (City) (Occ. Code: 2310-2009); Sales, Service and Distribution Associate (Occ. Code 2320-0003); Sales and Services Associate (Occ. Code: 2320-0001); and Mail Handler – Level 4 (Occ. Code 2315-01XX).

5. Question: Is a career clerk craft employee hired under the Battery Test 473 limited to bidding on mail processing, SSA, or SSDA positions?

Response: Career clerk craft employees hired pursuant to Battery Test 473 are covered by the Memorandum of Understanding Re: Interlevel Bidding – Entrance Examination Requirements.

6. Question: Is the Postal Service going to establish a separate hiring register for each position covered by Battery Test 473?

Response: No, there is one register established from one exam opening. However, to allow for job and office choices, applicants are set up separately to reflect their choices.

7. Question: As Battery Test 473 is implemented in each district, will old registers made up of individuals who had passed Battery Test 470 going to be replaced by registers with the names of individuals who have passed Battery Test 473?

Response: Yes.

8. Question: Will Battery Test 473 replace any of the other current entry level tests for the Clerk Craft?

Response: Battery Test 473 will replace only Battery Test 470 for the five jobs listed above. All other current entry level tests, such as Tests 710 (Clerical Abilities), 725 (Verbal Abilities), and 711 (Clerk Stenographer) remain in use at this time.

9. Question: Will APWU Transitional Employees (TE) be able to take Battery Test 473 pursuant to the current Memorandum of Understanding on enhancing career employment opportunities? What if a TE has already taken Battery Test 470?

Response: TEs (as set forth in the TE Agreements of 12/31/91 and 2/2/93, including TEs in dependent REC sites) will be able to take advantage of the Memorandum and take Battery Test 473. If a TE has already taken Battery Test 470 twice as allowed by the current Memorandum, the TE may take Battery Test 473 up to two times as well. As noted in the Memorandum, TEs "...will be permitted to retake any exam which is subsequently discontinued and replaced." Districts implementing the new Battery Test 473 should take appropriate steps to notify affected TEs of the need to take it in order to

remain eligible for career employment on a register. APWU TEs taking advantage of this MOU can only choose APWU jobs.

Note: This does not apply to TEs in independent REC Sites covered by the June 7, 1996 MOU Re: INDEPENDENT REMOTE ENCODING CENTERS – ENTRANCE EXAMINATION OPPORTUNITIES FOR TRANSITIONAL EMPLOYEES. TEs in independent REC sites will continue to be provided two 710 examination opportunities and are not affected by the implementation of Battery Test 473.

10. Question: If an individual scored higher on Battery Test 470 than subsequently on Battery Test 473, will the higher test score be recorded on the new register?

Response: No. The new register will reflect the score achieved on Battery Test 473, whether it is higher or lower than that scored on Battery Test 470.

11. Question: How many 470 hiring registers are there system-wide?

Response: As of June, 2004, the last time this information was collected, there were 610 carrier registers, and 652 clerk registers.