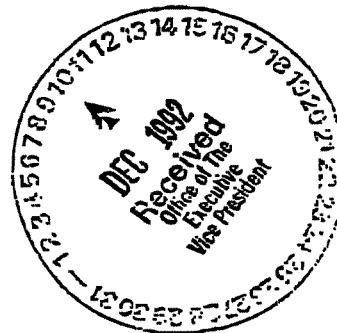




UNITED STATES POSTAL SERVICE  
475 L'ENFANT PLAZA SW  
WASHINGTON DC 20260

December 9, 1992

Mr. William Burrus  
Executive Vice President  
American Postal Workers  
Union, AFL-CIO  
1300 L Street, N.W.  
Washington, DC 20005-4128



Dear Bill:

This letter is in reference to our recent discussions regarding the Memorandum of Understanding (MOU) on Article 12.5.C.5.b(6), dated August 19, regarding retreat rights for clerk craft employees.

As agreed, when an opportunity arises for excessed clerk craft employees to return to a vacancy in their former craft or installation, the order of return will be based on their seniority standing.

As discussed, if the most senior clerk has been identified and that clerk had been excessed outside the craft within the installation, that employee has no option and must be returned to the vacancy. If the most senior clerk had been excessed outside the installation and had filed a request for retreat rights, that employee could exercise his/her option to return to the vacancy.

In either case, when excessed clerk craft employees are returned to their former craft or installation, they will be returned based on their seniority standing.

For William J. Downes  
Manager  
Contract Administration APWU/NPMHU  
Labor Relations