

APWU POSTPlan Arbitration Questions

Human Resources/Labor:

1. Will the Postmaster be given an opportunity to convert to a clerk position in their office prior to the two years?

Answer: No

2. Who will be the contact for the ADR process in the POSTPlan MOU?

Answer: Bob Brenker and Debbie Mills. The ADR process and form are attached.

3. Can there be more than one PSE hired in an RMPO to account for leave relief or possibly long term illness/military of a PSE?

Answer: No. Relief will be provided from within the APO installation in accordance with the MOU. Pay Level 6 PSEs within the cluster may be used in all offices within the cluster to cover for short-term absences normally not to exceed two pay periods...after all PTF relief in the office, cluster or pool and relief areas at the straight –time rate has been exhausted. In addition, career employees who retreat back to Level 4 and Level 6 RMPOs may augment their hours with any other available hours, including Level 2 RMPOs, within their cluster and/or a 15 mile radius of their office.

4. Does Item 11 of the NTFT MOU, page 313, apply to PSE conversions that might occur as a result of the implementation of the POSTPLAN MOU? (In other words, can the NTFT duty assignments under the POSTPLAN MOU have split shifts? It is my understanding that the language in the NTFT MOU, Question 11 applies to maximization when converting PTFs.).

Answer: This issue is still under discussion with the Union. Our position is for those offices that already established their hours of operation based on local community input, split shifts will be allowed. Otherwise, NTFT duty assignments will have no more than a 1-hour lunch in accordance with paragraph 11 of the NTFT MOU.

5. Has the interpretive issue regarding 6 work days in Customer Service been resolved (Q11C-4Q-C 12006108)? If not, is it permissible to post NTFT duty assignments in the POSTPLAN offices?

Answer: The 6-day work week dispute for NTFT duty assignments in Function 4 has not been resolved. Yes, NTFT duty assignments maybe posted in POSTPlan offices in accordance with Items I and VIII of the September 20 MOU.

6. Will PSE conversions in Level 4 Offices occur simultaneously resulting in yearly break issues?

Answer: There will be no PSE conversions in Level 4 RMPOs. Level 4 RMPOs are to be staffed with one Pay Level 6 PSE. Breaks in service between PSE

appointments may be staggered if operationally necessary, with the understanding that this does not affect a PSEs standing on the roll or his/her service time.

7. Does the language in the POSTPLAN MOU which provides that hours worked by PSEs in other offices will not be counted towards evidencing the need for the creation of a career full-time assignment once the hours exceed 30 hours per week for 180 consecutive days take precedent over the language in the APWU CBA?

Answer: It is not clear what is meant by this question as the CBA reference is not given. However, the provision under Item VI of the MOU applied only to implementation of the POSTPlan arbitration decision and does not alter the CBA.

8. What happens if there are more than one existing LMOU for the APO and the RMPOs reporting to the APO?

Answer: The LMOU applicable to the current APO will apply. (See Q&A number 21 of the October 30 POSTPlan Q&As.)

9. Will requests to be a Level 6 clerk in a 6 hour office be granted for impacted postmasters?

Answer: Only as described in Item II of the MOU; Part-time career postmasters who occupy the level 6 RMPOs will be offered the opportunity to convert to a Level 6 full-time clerk position in their office. That opportunity will take place two (2) years from the date of the MOU, September 22, 2014.

10. Are Postmasters that left their office that is now a 4 hour or 6 hour office able to go back to that office as a career clerk and leave the position that they accepted (voluntary downgrade)?

Answer: No

11. Will the RMPO PSEs count against the cap when utilized in a RMPO 6 or 18+ higher level (similar to tracking the 818s with LTATs transfers)?

Answer: No. PSEs hired in the Level 4 RMPOs will not count against the applicable cap when used for relief, in the APO installation, in accordance with Item IX of the MOU.

12. What does "normally not to exceed two pay periods" in the MOU mean in regards to using Level 6 PSE on the window?

Answer: For normal short term leave coverage, like AL, SL and LWOP.

13. Can they cover longer term absences (i.e. maternity leave)?

Answer: Yes. Longer term absences, such as maternity leave, military leave, etc., may be considered.

14. Will current PSE 818s that are assigned to a 6 hour offices and Level 18 offices be given a one-time opportunity to retreat back to their office as a career employee if no current career employee bids on the position via posting in the APO or on eReassign?

Answer: No. PSEs do not have retreat rights.

15. Will we be liable to pay HL to an APWU PSE in the level 4 and 6 offices where there are rural carriers?

Answer: No.

16. Now that the Level 6 & Level 4 positions will be clerk craft, are they available for offering jobs as part of Return to Work? (When they were PM & PMR positions, we supposedly could not bring craft back to them generally.) If yes – can the offers be made once there is a residual position, prior to converting a PSE?

Answer: In accordance with the September 10, 2012 MOU Re: *Temporary Assignment, Reassignment or Reemployment in APWU Represented Crafts of Employees Injured On the Job*, temporary assignments, reassignments, or reemployment of fully or partially recovered employees to work in APWU represented crafts will be to residual vacancies or to uniquely created assignments consisting of duties that would otherwise be properly performed by non-career employees (PSEs).

17. What are we going to do with the PMRs in 6 hour offices?

PMRs currently working in Level 6 RMPOs may apply for the Pay Level 6 PSE positions, in Level 4 RMPOs, through the eCareer postings.

18. Can PSEs cross bid clusters?

Answer: In accordance with question #12 of the October 20, 2011 Q&As, PSEs hired in one installation may be utilized in a different installation when needed. Such utilization should not be to the detriment of PTF clerks available through the HUB clerk MOU and, if utilized in customer service/retail (function 4) the PSE would be subject to the gaining installation's PSE caps for that function. If the gaining installation is in a different district, the PSE must be counted against both district's PSE caps.

19. When you post positions (for hire), are they for the whole bid cluster?

Answer: Positions posted for hire would be the Pay Level 6 PSE positions in the Level 4 RMPOs. Those are posted externally through eCareer for the office where the position is assigned.

20. Will PSE's in level 18 offices be able to covert to PTF?

Answer: They could be converted at the appropriate step consistent with the October 8 Pecking Order MOU. (copy attached)

21. Will NTFT positions in level 6 be posted in eReassign for PTF clerks?

Answer: NTFT duty assignments in the Level 6 RMPOs will be filled in accordance with the October 8 Pecking Order MOU.

22. Who will back fill the NTFT clerk on days off in an RMPO 6 office?

Answer: Relief will be provided from within the APO installation in accordance with the September 22 MOU; PTFs first at the straight-time rate, then available PSEs.

23. Can existing PMR's in an office have preference over applicants including veterans when applying for the PSE position in their office?

Answer: No.

24. Can a current Level 6 Postmaster be non-competitively selected to a current vacant Level 6 office? It would be position neutral and the APWU craft would not lose a position.

Answer: No. Level 6 RMPOs will be staffed with career clerk craft employees, unless there is an incumbent postmaster. Any attempt to now move postmasters into vacant Level 6 RMPOs will be viewed as an attempt to circumvent the arbitration award and September 22 MOU.

25. What happens when an office is downgraded during the reevaluation process and they have a NTFT employee in the office?

Answer: Please see Items XI and XII of the September MOU. In addition, Q&A # 28 of the POSTPlan Q&As dated October 30 address this question. Whenever a POSTPlan office is upgraded or downgraded, the office will be staffed with the category of employee appropriate to the new office size consistent with the terms of the September 22 MOU. Any impacts to career employees will be addressed by application of Article 12 and other relevant terms of the collective bargaining agreement.

26. What happens when an office is upgraded to an EAS 18 and they currently have a NTFT employee in the position?

Answer: See #25.

27. What will happen to the PMR or PSE in a Level 6 Hour office? Will the PMR or PSE be converted to a NTFT in a Level 6 Hour office if no one puts in for the position or can the PMR or PSE put in for a NTFT position in a Level 6 Hour office?

Answer: Level 6 RMPOs will be staffed in accordance with the September 22 MOU. PMRs or PSEs currently working in those offices may apply for the Pay Level 6 PSE positions in Level 4 RMPOs through eCareer postings.

28. Can a PSE or PMR work in the APO for which they fall under?

Answer: As a result of the POSTPlan arbitration award, PSEs may only be assigned to Level 4 RMPOs, in accordance with the September 22 MOU and October 8 Pecking Order MOU. PMRs may only be assigned and work in POSTPlan Level 2 RMPOs. PSEs properly assigned to Level 4 RMPOs, may be utilized as relief within the APO installation in accordance with Item IX of the September 22 MOU.

29. What will happen to a PMR if they cannot find a job in a Level 2 hour office and have not been able to apply for or take a test for a PSE position? Will they be notified with a RIF letter?

Answer: A PMR not needed to staff a Level 2 RMPO will be separated consistent with applicable procedures and statutory requirements.

30. Who can the APO use to back fill the Level 2, 4 and 6 Hour offices when the person assigned is on leave and there is not sub assigned to that RMPO?

Answer: Relief will be provided from within the APO installation in accordance with the September 22 MOU; PTFs first at the straight-time rate, then available PSEs.

31. Will the clerk be coming from the APO if the encumbered PM decides to not become a clerk?

Answer: If the incumbent postmaster in a Level 6 RMPO decides not to take the one-time opportunity to convert to a Level 6 full-time clerk duty assignment at the end of 2 years, the incumbent postmaster may remain in that office until he/she vacates that position.

32. Will there be a requirement for the PMRs to take the 473 battery in order to become a PSE?

Answer: All applicants for the PSE positions are required to take the 473 exam as part of the application process in eCareer.

33. If a Regular bids on a nontraditional 6 hour office and the office level goes down, will the employee have retreat rights back to the APO?

Answer: Whenever a POSTPlan office is upgraded or downgraded, the office will be staffed with the category of employee appropriate to the new office size consistent with the terms of the September 22, 2014 MOU. Any impacts to career employees will be addressed by application of Article 12 and other relevant terms of the collective bargaining agreement. In the scenario described, the employee who voluntarily bid on the level 6 RMPO NTFT duty assignment would not have retreat rights.

34. Will we be hiring PSE 4's for replacement coverage in the 6 hour RMPO's?

Answer: No.

35. Can a PSE F4 work in a Level 18?

Answer: Level 18 offices can only be staffed with career bargaining unit employees to perform the bargaining unit work in excess of the 15-hour power week limit on the postmaster. PSEs from within the APO installation may be used for relief in any office within the installation in accordance with Item IX of the September 22 MOU.

36. Can a PSE F4 work in a Level 20 and above without the requirements to have 3 window drawers?

A PSE working the window in a Level 20 office would be subject to the 20% cap pursuant to the PSE MOU.

37. Will the encumbered Postmaster that chose to stay in the present office be allowed to bid on other available PM jobs?

Answer: Yes. They may apply for available postmaster jobs that are posted in eCareer.

38. Who gets hours first in an RMPO? PTF or PSE?

Answer: When providing relief within the APO installation, PTFs first at the straight-time rate, then available PSEs.

39. Can a PTF transfer into a 6-hour office?

Answer: A PTF may be converted and assigned to Level 6 RMPO duty assignment in accordance with the October 8, 2014 Pecking Order MOU. Otherwise, transfers within the Clerk Craft are currently prohibited by the March 20 MOU Re: *Filling Residual Vacancies*.

40. In the 4 hour offices are the PSE's function 8 (818) or function 4 (814)?

Answer: Level 4 RMPOs are to be staffed with Pay Level 6 Function 4 (814) PSEs.

41. With PTFs manning level 6 offices. Who will cover for them when they go on leave etc.?

Answer: Level 6 RMPOs will not be staffed with PTFs, but with career employees who the Postal Service may assign to a Traditional or Non-Traditional Full-Time (NTFT) duty assignment consistent with the National Agreement.

42. What will happen on Saturday when the office is open less than 2 hours, can we work the PSE and NTFT less than the minimum?

Answer: Work hour guarantees in accordance with Article 8 apply to POSTPlan offices.

Operations:

1. Some districts will have large numbers of Pay Level 6 PSEs to window train in a short period of time. Will there be any consideration given in the process to implement the MOU?

Answer: The MOU is specific in the timeframes which require implementing the decision.

2. 6 hour offices with routes will all admin duties go to the APO?

Answer: The APO is currently responsible for all Administrative duties in RMPO's and will continue to be responsible

3. Can APWU craft be responsible for a carrier operation at the 4 and 6 hour offices? If not, do we have to DUO these carriers?

Answer: The APO is currently responsible for all Administrative duties in RMPO's and will continue to be responsible. The ability to DUO offices would be contingent on an evaluation for potential savings and operational requirements, as with all DUO's.

4. Will the APO still be able to adjust retail hours from the original posting with another 30 Day Public Notice if an operational issue occurs where the time of opening the retail window has to be adjusted? (ex: carriers are still in the office)

Answer: The decision outcome from this arbitration does not affect the requirements for notifying of time changes in offices. We will continue to follow all pertinent manuals and handbooks for notification purposes.

5. Should all carriers be DUO' d out of all POSStPlan offices, since there is not a manager in the building where they report? Are we allowed to DUO Level 6 Hour offices where cost effective?

Answer: The ability to DUO offices would be contingent on an evaluation for potential savings and operational requirements, as with all DUO's.

6. Does this affect PTPO's?

Answer: The ability to DUO offices would be contingent on an evaluation for potential savings and operational requirements, as with all DUO's.