

Mr. Lamont Brooks
Assistant Director
Clerk Craft Division
American Postal Workers Union, AFL-CIO)
1300 L Street, NW
Washington, DC 20005-4128

Re: USPS #Q00C-4Q-C05160653
APWU #HQTC20052

Dear Mr. Brooks:


Recently we met in pre-arbitration discussions regarding the above referenced dispute. The interpretive issue in this dispute is whether the use of light/limited duty employees in Mail Processing is an exception to the negotiated day-to-day seniority for the assignment of Clerk Craft employees outside their principal assignment area.

After further review and discussion, it is mutually agreed to resolve this dispute in accordance with the following:

In Mail Processing, when management determines the need to assign employees outside of their primary assignment area, such assignment will be based on operational needs and the employee's qualification, in accordance with the May 9, 2002 MOU Re: *Mail Processing Clerk Position*. Day to day seniority will be applied as follows:

1. When management determines the need to assign an employee, or a number of employees outside of their primary assignment area, the employees are moved by juniority (except when a junior employee with a scheme assignment has not reached the current minimum 30 hour sortation during the accounting period). (See Article 37.3.F.10 and the 2012 JCIM, Article 37, page 8 – Q&As 33 & 34)
2. Any employee not holding a bid duty assignment, within the principal assignment area, will be moved prior to moving any mail processing employee who holds a bid duty assignment.

Accordingly, the parties agree that any case held pending this national dispute will be resolved in accordance with this agreement and local fact circumstances. If the parties are unable to resolve the cases held in accordance with this settlement agreement because they contain issues not covered by this agreement, they may continue through the Article 15 grievance/arbitration process.



Rickey R. Dean
A/Manager Contract Administration
United States Postal Service

Date: 2-2-2016



Lamont Brooks
Assistant Director Clerk Division
American Postal Workers Union
(AFL-CIO)

Date: 2-2-2016