



December 17, 2010

Mr. George C. Mignosi
Vice President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001-2144

Dear George:

This is in response to your November 29 correspondence concerning whether transitional employees are entitled to a uniform allowance when "reappointed to subsequent terms following their initial term."

The Postal Service's uniform allowance obligations for transitional employees are outlined in Article 26.3 of the National Agreement which states: "In the event that the Postal Service requires transitional employees to wear uniform items, local Postal Service management, at its option, may provide such uniform items, which will be returned at the time of separation. For each three months of service during the first term of appointment, the transitional employee may be entitled to purchase up to 25 percent of the \$298.00 uniform allowance. The uniform purchases are reimbursed by the Postal Service direct to the vendor. Purchase and payment provisions will continue as previously agreed to by the USPS and NALC."

However, the Postal Service currently permits local management to grant a uniform allowance to transitional employees who are reappointed to another term of employment and are required to wear uniform items. When authorized, such uniform allowances are paid on the following schedule:

- Day 91 of service in the current appointment: \$149 (for quarters 1 and 2)
- Day 181: \$74.50 (quarter 3)
- Day 271: \$74.50 (quarter 4)

Please note that Laurie Hayden, Manager, Labor Relations Systems, is responsible for administering the uniform program. Please direct future questions on the uniform program to her.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan S. Moore".

Alan S. Moore
Manager
Labor Relations Policy and Programs