

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS**

Re: Transitional Employees/Part-time Flexible Conversions

The parties mutually agree that Article 12 of the National Agreement creates a requirement to withhold sufficient residual vacancies in order to minimize dislocation and inconvenience of excess employees. However, that obligation is limited to the number of residual vacancies necessary to accommodate any planned excessing events.

The parties recognize that certain locations may be withholding residual vacancies for excessing events that have been completed, and that other residual positions that are not being withheld remain vacant. Additionally, Postal Service systems may list residual vacancies that are no longer vacant or do not exist.

The parties also understand that with the changing mail mix, an opportunity for growth lies in time sensitive, cost competitive product markets that include ecommerce transactions which could require flexible delivery windows.

Accordingly, we agree to the following:

1. The Postal Service will fill the approximately 1,265 residual vacant Carrier Technician (CC-02) positions provided such positions still exist and remain vacant. Positions will be filled through either a) assignment of unassigned full-time regular or full-time flexible city letter carriers in the installation pursuant to Article 41.1.A.7 of the National Agreement; or b) conversion and assignment of part-time flexible city letter carriers in the installation. In the event there is an insufficient number of unassigned regular, full-time flexible, or part-time flexible city letter carriers to fill the positions, and there are no qualified transfer requests to the installation, transitional employees may be assigned to fill the positions until career employees become available.
2. The Postal Service agrees to fill 1,400 residual vacant full-time City Letter Carrier (CC-01) positions by conversion and assignment of part-time flexible city letter carriers within their installation.
3. The National Association of Letter Carriers (NALC) agrees that the Postal Service may employ up to 3,400 transitional employees in addition to those authorized under Article 7.1 of the National Agreement and the Memorandum of Understanding, Re: *Transitional Employees (Flat Sequencing System)*. Management will determine when and where to employ these additional transitional employees and will share that information with NALC consistent with paragraph 6 below. Transitional employees hired under this Memorandum will be so designated by assignment of a unique occupational code. All transitional employee provisions will apply to transitional employees hired under this agreement, including the requirement that the Postal Service provide the NALC with a report every other pay period that indicates the number of transitional employees on the rolls.
4. For every transitional employee hired pursuant to paragraph 3 above, the Postal Service will convert a part-time flexible city letter carrier to full-time regular status within their installation. These conversions (a maximum of 3,400) are in addition to those required by paragraphs 1 and 2 above. While the Postal Service will determine where these additional conversions will be made, residual vacant full-time city letter carrier (CC-01) positions that remain after conversions pursuant to paragraph 2 above, will be filled as part of the conversions under this paragraph, provided there is a part-time flexible city carrier available in the installation. The Postal Service will share information

regarding conversions with the NALC consistent with paragraph 6 below. Reemploying a transitional employee after a break in service or hiring a transitional employee to replace a transitional employee does not require an additional conversion of a part-time flexible city letter carrier to full-time status.

5. The parties will establish a joint work group at the national level to discuss and attempt to resolve issues concerning vacant residual positions, the continued need to withhold positions, and the process for recording residual vacancies in Postal Service systems. The joint work group will meet within 30 days of the date of this agreement and will function for a 12-month period, unless extended by mutual agreement of the parties.
6. Conversions to full-time regular and filling residual vacancies pursuant to paragraphs 1 and 2 above will be made as soon as practicable and will be completed within 90 days of this agreement. Conversions to full-time regular pursuant to paragraph 4 will be completed within two pay periods of the transitional employee's hire date. Prior to converting part-time flexible employees to full-time regular, filling residual vacancies, and employing additional transitional employees, the Postal Service will meet and discuss with the NALC at the national level the placement of the additional transitional employees and the locations of part-time flexible conversions and residual vacancies filled.
7. This agreement is effective from the date of signature. The Postal Service may maintain the additional transitional employees authorized under paragraph 3 above for a period of one year from the date of appointment, unless extended by mutual agreement of the parties, or this agreement is modified by the terms of a new collective bargaining agreement.

This agreement is reached without prejudice to either party's position in this or any other matter and, other than for the purpose of enforcing its terms, may not be cited in any other proceeding or forum, including interest arbitration.

This agreement is not intended to settle pending grievances on the conversion and placement of part-time flexible employees in City Letter Carrier (CC-01) residual vacancies. Any pending grievances regarding the conversion to CC-02 positions in paragraph 1 of this MOU are considered closed.



Doug A. Tulino
Vice President
Labor Relations
U.S. Postal Service



Fredric V. Rolando
President
National Association of Letter Carriers,
AFL-CIO

Date: 10-9-12