

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

Re: Supplemental Work Force; Conversion of Clerk Craft PTF's

The parties agree to the following general principles concerning Article 7 Clerk Craft work force structure in postal installations which have 200 or more man years of employment in the regular work force:

- 1. All part-time flexible clerk craft employees shall be converted to full-time regular status by December 1, 2007.**
- 2. All 200 man year installations will be in compliance with the Article 7 casual percentages by December 1, 2007.**
- 3. Casual employees will have a 360 day term of employment.**
- 4. With the effective date of this Agreement, casual employment will not be considered "in lieu of full or part-time employees" in 200 man year installations.**
- 5. Casuals who may be employed within a District in any reporting period, other than reporting periods 3 and 4, shall not exceed 6% of the total number of career employees within a District.**
- 6. Casuals who may be employed within an installation in any reporting period, other than reporting periods 3 and 4, shall not exceed 11% of the total number of clerk craft employees within that installation.**

- 7. Full-time regular clerk craft employees on the Overtime Desired List (ODL) shall be given priority scheduling for overtime work over casuals doing overtime work.**
- 8. In P&DC's that have 200 or more man years of employment in the regular work force, casuals will not have start times between the hours of 0500 and 1200 (noon) unless there are no career clerk craft employees currently with such starting times.**
- 9. In P&DC's that have 200 or more man years of employment in the regular work force, career clerk craft employees will have consecutive scheduled days off, unless otherwise agreed to by local parties.**
- 10. Existing PTF maximization/conversion rules remain unchanged as applied to non-clerk craft employees.**
- 11. The full-time to part-time ratio in the Motor Vehicle Craft will continue at the same percentage on the date of this Agreement.**
- 12. The total number of part-time regular employees shall not exceed 2.5% of the total number of career employees covered by this Agreement.**
- 13. Casual employees in 200 man year installations will be limited to assignments not requiring training and testing [reference Article 37.3.F.5 positions and Article 37.3.F.7], pages 187 and 188 of Agreement.**
- 14. Change the term part-time flexible to part time regular in Article 12.5.C.5.b(5).**

- 15. The parties will modify the appropriate provisions in the CBA, as a result of eliminating the part time flexible position in the clerk craft in 200 man year offices. In offices of less than 200 man years, the part-time flexible position will remain intact.**

The parties agree to meet and develop the appropriate contract language and implementation guidelines and instructions.