



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

January 28, 2011

Mike Morris
Director
Industrial Relations
202-842-4273 (Office)
202-371-0992 (Fax)

Via Facsimile and First Class Mail
Mr. Alan Moore, Manager
Labor Relations Policy and Programs
The United States Postal Service
475 L'Enfant Plaza SW, Room 9318
Washington DC 20260-4110

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Coordinator, Western Region

Dear Mr. Moore:

I am in receipt of your letter dated January 26, 2011 (faxed to President Guffey on January 27, 2011) advising the Union that bidding will be unavailable for clerks, city letter carriers, rural carriers and mail handlers through HCES between 12:01 pm CST, Friday, January 28, 2011 and 6:00 am, CST, Monday, January 31, 2011 due to a scheduled upgrade of the Human Capital Enterprise System (HCES).

Please be advised that twenty-four hour notification to this Union of a scheduled upgrade and anticipated shut-down of the HCES system is absolutely intolerable. Please take appropriate action to see to it that adequate notice is provided in the future.

You should also be aware that regardless of your notification, the provisions in the Collective Bargaining Agreement as well as many Local Memorandums of Understanding remain in effect as agreed to. You may not unilaterally abridge these requirements simply by notifying the Union of your intent. In the past, the USPS has made it clear that when computerized bidding is not available manual bidding or some alternative process will be provided to accommodate employees who desire to bid.

It is expected that employees whose contractual rights were abrogated by the employer's failure to properly post and/or award bids on vacant assignments consistent with the Collective Bargaining Agreement, Local Memorandums of Understanding, and past practice will be made whole.

Sincerely,

Mike Morris
Director, Industrial Relations

Mr. Alan S. Moore, Manager
January 28, 2011
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cc: John Dockins, Manager, Contract Administration (APWU)
Cliff Guffey, President, APWU
Greg Bell, Executive Vice President, APWU
Rob Strunk, Director, Clerk Division,

MM:jm
OPEIU #2
AFL-CIO



January 26, 2011

Mr. Cliff Guffey
President
American Postal Workers Union,
AFL-CIO
1300 L Street, N.W.
Washington, D.C. 20005-4128

Dear Cliff:

This is to advise you that implementation of a Human Capital Enterprise System (HCES) upgrade is scheduled to begin Friday, January 28 at 12:01 p.m., CST. We anticipate the upgrade will be completed by Monday, January 31 at 6:00 a.m., CST. During this period, posting and bidding assignments for clerks, city letter carriers, rural carriers, and mail handlers through HCES will be unavailable.

All postings that are scheduled to close during the upgrade will be extended until Tuesday, February 1 at 11:59 p.m., CST. The extension of each affected posting will not impact or change placement effective dates.

The introduction page of relevant Employee Self Service applications including web bidding and phone bidding will announce that the system is unavailable and will be available on Monday, January 31.

If you have any questions concerning this matter, please contact Hallie Kline at extension 5656.

Sincerely,

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

Alan S. Moore
Manager
Labor Relations Policy and Programs