

From: Mike Morris
Sent: Friday, December 17, 2010 3:30 PM
To: Resident Officers; Regional Coordinators; NBAs; State Organizations
Cc: Tom Maier; Phil Tabbita; Sally Davidow
Subject: Excessing Moratorium

Brothers and Sisters:

Below is an email sent from Bob Brenker to Area Management Officials regarding the moratorium on excessing that was agreed to by President Guffey and PMG Donohoe.

For those managers who wanted to see something in writing from the USPS, this is it.

We don't have any major differences with what is stated here. It makes some sense to continue to offer withheld residual vacancies over the next few days in the event that negotiations break down and the moratorium is ended quickly.

If, however, an agreement is reached and a substantially longer moratorium is achieved in negotiations: continuing to offer residual vacancies to impacted employees, which would likely not resemble what might be available to them at the end of a lengthy moratorium, would make no sense.

If you have local managers who continue to refuse to accept the moratorium on excessing, please let me know.

Mike Morris

From: Brenker, Robert C - Washington, DC
Sent: Friday, December 17, 2010 1:22 PM
To: Craven, James M - Windsor, CT; Benson, Vicki - Windsor, CT; Cardella, Linda A - Pittsburgh, PA; Acker, Richard L - Columbus, OH; Young, Robert A - Roanoke, VA; Botknecht, Kenneth J - Columbus, OH; Conway, Jeffrey A - Greensboro, NC; Wheeler, Debby L - Greensboro, NC; O'Neil-Mcinnis, Phyllis A - Gaithersburg, MD; Gamble, Charisse M - Nashville, TN; Albright, Roberta H - Memphis, TN; Collins-Earley, Nicole - Bloomingdale, IL; Israel, Rochelle D - Bloomingdale, IL; Thurman, Shawna L - Dallas, TX; Oliver, James - New Orleans, LA; Foster, Dan L - Denver, CO; Brandt, David G - Windsor, CT; Sutton, Scott L - Denver, CO; Works, Anita - Denver, CO; Shumate, Linda G - San Diego, CA; Grett, Callie L - San Diego, CA; Barrientos, Janet E - Los Angeles, CA; Mularski, John R - Washington, DC; RELOCATION
Cc: Dockins, John W - Washington, DC; Mills, Debra L - Dallas, TX
Subject: APWU Excessing Moratorium

I'm certain you all are now aware we have agreed to a moratorium for all excessing of APWU represented employees from the craft and/or installation. The moratorium is in place, and will continue until you receive further notice. There is some agreement on what is stopped by the moratorium, and John Dockins is holding continuing discussions with the APWU to come to agreement on what is covered by the moratorium. Here are some answers to the questions Debbie and I have received. There is to be no excessing of APWU represented employees from the craft and/or installation. The moratorium only applies to APWU represented employees, not NALC or NPMHU represented employees.

1. Continue to withhold residual vacancies up to the number of impacted employees.
2. Offer the withheld residual vacancies to senior non impacted employees who may wish/elect to go in lieu of the junior impacted employees.
3. Offer the withheld residual vacancies to impacted employees.
4. If they wish, allow movement into the selected withheld residual vacancies by senior in lieu of and/or impacted employees.
5. Place impacted employees on standby, if necessary, and record the time appropriately.
6. Excess APWU employees from a section, if necessary

John's continuing discussions with the union will provide us with guidance regarding the six month meetings with the APWU Regional Coordinators, sixty day letters to impacted employees, and employee briefing meetings. We will forward answers to these issues when they are defined. If you have questions, please send to me and Debbie Mills and we will coordinate with John Dockins.

Thanks,

Bob