

October 3, 2012

Lyle Krueth
Assistant Director, Clerk Division
American Postal Workers
Union (APWU), AFL-CIO
1300 L Street, NW
Washington, DC 20005-4128

Certified Mail Tracking Number:
7010 0290 0003 7105 3787

Dear Lyle:

This is in response to your September 14 letter regarding the September 11 meeting in which the Postal Service and the APWU discussed the plan to transfer the work currently being performed by the Time and Attendance Collection System (TACS) Time & Attendance Clerk (PS-7), at the District and Plant field facilities, to a TACS Shared Services Help Desk function, tentatively proposed to be located at the EAGAN Information Technology/Accounting Services facility in Eagan, Minnesota. Your letter included a request for information and responses to specific questions.

This request has been assigned information request tracking number **IR12-12** and shall be processed in accordance with the applicable rules, regulations, and the USPS/APWU Collective Bargaining Agreement. In order to facilitate the timely processing of this request, please refer to the above-referenced tracking number in any future, related correspondence.

As to the specific information and/or responses requested by the APWU, the following is provided:

1. The September 14 letter restates the APWU's position that the planned creation of the TACS Shared Services Help Desk would violate the new language under Article 1.3 in the 2010-2015 Agreement. Instead of creating new job descriptions and establishing Rate Schedule – N (RSC-N) Technician positions within the Eagan IT/ASC bargaining unit, the Help Desk could be staffed with senior qualified Time and Attendance Collection System (TACS) Clerks within the Clerk Craft.

RESPONSE: The Postal Service is considering the Union's position and whether or not Article 1.3 applies in this instance. Further discussion is warranted.

2. The Union requests that the Postal Service provide a coded listing, using the numerical codes provided by the union, to identify what would be done with the remaining non-TACS related duties currently being performed by the TACS Clerks at the District level, using a list of tasks from the TACS Clerk Job Analysis report. The union claims that this work represents 2/3 of the work currently being performed, based on the plan's expected reduction from approximately 300 TACS Clerks to approximately 100 Help Desk technicians.

RESPONSE: As stated in the September 11 meeting, bargaining unit work that was identified in the TACS Clerk Job Analysis as not related to the TACS Clerk core functions will remain bargaining unit work. It will be assigned locally as per position descriptions, local fact circumstances and operational needs. Since the actual assignment of these tasks may vary significantly in the field, your request to identify the assignment of each task globally is not practical.

3. The APWU requests an explanation of the pay rates for the RSC-N Technicians identified in the Postal Service proposal with a comparison to the pay rates currently in place under the 2010-2015 Agreement for level 7 TACS Clerks.

RESPONSE: The pay rates for RSC-N Technicians are included in Table One at page 101 of the 2007-2011 Agreement between the USPS and the APWU, covering Information Technology/Accounting Services. A comparison of these pay rates to those of Level 7 clerks can easily be made using that table and the current CBA at Article 9.

4. The Union requests a copy of any Cost Comparative Analysis or other documentation utilized to determine the cost savings expectation for the proposal.

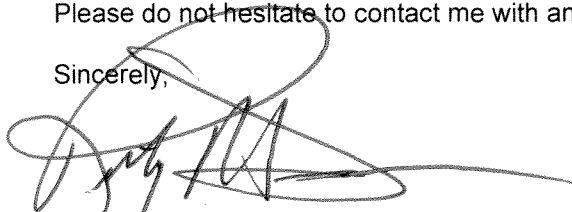
RESPONSE: In accordance with the CBA, Cost Comparative Analyses are only applicable under Article 32.1.B when the Employer is considering subcontracting which will have a significant impact on bargaining unit work. Other documentation supporting the anticipated savings will be provided as it is finalized.

5. Finally, the APWU suggests that they may be willing to waive the new Article 1.3 provision, which they claim is applicable to this proposal, in return for the following specified considerations:
 - a. That the Employer agree that the new RSC-N positions at the IT/ASC TACS Help Desk will be senior qualified like the TACS Clerks;
 - b. That the new duty assignments at Eagan will be made available first to qualified TACS Time & Attendance Clerks; second to clerks within the impacted districts;
 - c. That only after all qualified Clerk Craft employees have been given the opportunity to transfer to these assignments will any other craft or EAS employees be considered for transfer;
 - d. That the Employer will make these RSC-N positions at the IT/ASC TACS Help Desk available for reassignment for clerks in impacted offices within the Northland District and/or 100 mile radius of the Eagan facility.

RESPONSE: The Postal Service will give every consideration to the APWU's proposal prior to making a final decision on the TACS Help Desk staffing.

Please do not hesitate to contact me with any questions or concerns.

Sincerely,



Rickey R. Dean
Labor Relations Specialist
Contract Administration (APWU)