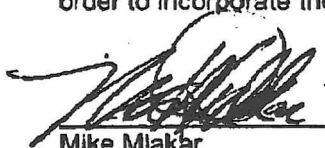


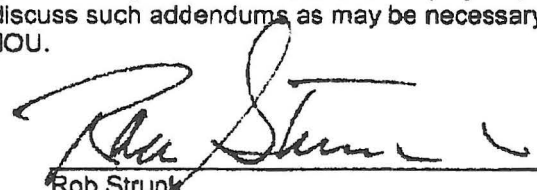
**Memorandum of Understanding
Between the
United States Postal Service
And the
American Postal Workers Union**

Re: Transition of Mail Flow Coordinator Jobs to the Clerk Craft

In order to facilitate the transition of the EAS Mail Flow Coordinator (MFC) jobs to duty assignments in the clerk craft bargaining unit, the parties agree to the following provisions on a one-time basis, without precedent or prejudice to the positions of the parties in any other matter:

1. The clerk craft MFC duty assignments will be posted as soon as practicable after the job evaluations are completed, the position descriptions are developed and the information is provided to the Union for review under the Article 19 process.
2. Solely for the purpose of filling the initial 119 MFC duty assignments, the provision of Article 37, requiring the placement of the successful employee into the job within a specific timeframe is waved. Rather, due to the time-lines of the legal statutes regarding the elimination of encumbered EAS positions, each successful employee will remain the job holder of their current assignment until the MFC job is available for permanent placement.
3. USPS will notify the Union of the legal statute procedure completion date. The parties will then discuss and agree on a date in which the transition of the MFC jobs to the clerk craft will be finalized and any remaining duty assignments filled.
4. In accordance with the legal process and in order to maintain continuity of operations, current EAS Mail Flow Coordinators may retain their positions. In addition, during the transition period, employees (regardless of craft) currently detailed to vacant MFC jobs may continue their temporary assignment (subject to the 14 day minimum/90 day maximum provisions in the MOU at p.375 of the CBA).
5. As the need for additional details to cover temporarily vacant MFC jobs occurs, management will fill the need by assigning the clerk, who was awarded the position via the posting in Item 1, to perform the duties and level of the new clerk craft job.
6. It is the parties understanding that during the transition period, the continuity of the operation may result in a MFC complement mixture of current EAS employees, currently detailed employees from other crafts and clerk craft employees. It is therefore agreed, that provided there is compliance with the terms of this memorandum, grievances claiming management is performing bargaining unit work or a cross-craft violation or similar such issue would be inappropriate.
7. When the MFC job(s) in a facility have been permanently filled with clerk craft employees, the local parties will meet in a timely manner to discuss such addendums as may be necessary in order to incorporate the new jobs into the LMOU.


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7-3-13