

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

Re: PSE Salary Exception Pay Entitlement to Contractual Increase

The parties recently held discussions regarding the application of PSE contractual salary increases to Motor Vehicle Service (MVS) Craft PSE salary exceptions.

The parties agree that the PSE hourly salary rate for the MVS Craft and level, in which a salary exception exists within an installation, will also include any negotiated PSE contractual increase(s) for those PSEs hired after the contractual increase.

For example: if an MVS PSE salary exception rate is \$21.00 per hour, and there was a subsequent contractual salary increase, raising the salary rate to \$21.40, the new MVS PSE salary exception rate would be \$21.40 per hour.

This settlement reaffirms the parties' agreement that all MVS PSEs in an occupational group, within an installation with a PSE salary exception, should be compensated at the same rate of pay.

The parties further agree that this MOU will apply to current on-the-rolls MVS PSEs, MVS PSEs who have been converted to career and a grievance on this issue was filed, and future newly hired PSEs, in those installations where salary exceptions have been granted. Accordingly, the salary rate of current on-the-rolls MVS PSEs, in those installations where salary exceptions have been granted, will be adjusted to comply with this MOU within two (2) pay periods of the signing of this agreement.

Any grievances related to the application of contractual salary rate increases for PSEs in installations that have been granted a salary exception and newly hired PSEs who did not receive the contractual increase should be resolved in accordance with this settlement agreement.



Rickey R. Dean
A/Manager, Contract Administration Unit (APWU)
United States Postal Service

5/12/2016
Date



Michael O. Foster
Director, Motor Vehicle Craft
APWU, AFL-CIO

5/12/16
Date