

**Memorandum of Understanding
Between the United States Postal Service
And the
American Postal Workers Union, AFL-CIO**

RE: Addendum to MOU RE: Peak Season Exception Periods and Questions and Answers Regarding "Peak Season Exception Periods"


The parties agree to the following additional provisions to the MOU RE: Peak Season Exception Periods. This addendum will continue for the life of the MOU RE: Peak Season Exception Periods, except for Item #5 which is solely applicable to the 2016-2017 exception periods.

1. The parties agree that Postal Support Employees can only be hired in accordance with the PSE MOU and related provisions of the current National Agreement.
2. The parties acknowledge that there has been no agreement to create and post so-called "Holiday PSEs". All PSEs are hired for a term not to exceed 360 calendar days per appointment.
3. In accordance with Item #2 above, the improper Standard Position Description for a PSE (Holiday Work/Term) will be removed from BQnet and cannot be referenced on a PS Form 50 for hiring purposes.
4. Beginning with the 2016 Peak Exception Period, the Designation/Activity (D/A) code for Holiday Clerk Assistants (HCAs) will be 6-17.
5. Due to having 27 pay periods (PP) in 2015, PP 1 of 2016 occurred later than normal. The result is that reporting periods 3 & 4 are approximately 2 weeks later this holiday season (November 26, 2016 through January 20, 2017) than normal. Therefore, the parties agree to a one time modification to change the 2016 peak exception period in Function 1 from November 12, 2016 through January 6, 2017. In Function Four, HCAs will be hired from November 12 through December 23, 2016 or November 26, 2016 through January 6, 2017. This does not extend the length of the exception periods. This one time exception has been granted only for the purpose of union/management cooperation in good faith consideration of other outstanding disputes.
6. The parties agree that pursuant to the MOU Re: Peak Exception Periods, letters will be sent to eligible annuitants, notifying them of the PEP opportunity, no later than August 1 of each year.
7. The Postal Service will provide the APWU at the national level with the number of annuitants hired, for APWU represented bargaining unit work, and hours utilized for each week of the exception period. This report will be in addition to Item #6 of the Peak Season Exception Period MOU. Both reports will be provided to the APWU at the national level no later than four weeks after the end of the Peak Exception Periods.

8. The APWU at the national level will be provided advanced courtesy copies of correspondence or notices to annuitants, copies of PowerPoints related to peak hiring, and lists of postings for HCAs.



Rickey R. Dean
Manager Contract Administration (APWU)
United States Postal Service



Lamont Brooks
Assistant Director Clerk Craft
American Postal Workers Union
(AFL-CIO)

Date: 07/29/2016

Date: 7/29/16