



August 25, 2010

Mr. Robert Pritchard  
Director, MVS Division  
American Postal Workers Union  
(APWU), AFL-CIO  
1300 L Street  
Washington, DC 20005-4128

**Certified Mail Tracking Number:**  
**7099 3400 0009 0832 9395**

Dear Bob:

**Re: IR10-38, Hiring and/or Conversion of Part-Time Flexibles (PTFs) into Full-Time Duty Assignments**

You have requested the following information based on the Motor Vehicle Division "receiving reports for multiple parts of the country, that the U.S. Postal Service has a nationwide hiring freeze for Motor Vehicle Craft and/or for the entire APWU bargaining unit and that freeze is also preventing local management from converting PTF employees into full-time residual vacancies."

**Inquiry:**

**If the preceding statement is an accurate assessment of the situation, the APWU is requesting copies of the communication from Postal Service Headquarters to the field directing the field not to hire and/or convert PTFs into full-time duty assignments.**

**Response:**

The Postal Service does not have a nationwide hiring freeze for Motor Vehicle Craft or for the entire APWU bargaining unit, so we do not understand why you would be receiving the reports you describe. If you provide my office with more specific information, we can investigate the issue further.

**Inquiry:**

**Also, the Motor Vehicle Division is making an inquiry to find out if either Area or District U.S. Postal Service officials can institute a hiring freeze and/or institute a policy of not converting PTFs to full-time on their own without authorization from Postal Service Headquarters. If they can, what is the procedure that they are required to use prior to implementation?**

**Response:**

Area and District officials have the authority to not fill vacancies; however, the applicable provisions of collective bargaining agreements must be followed. In regards to PTFs, Headquarters has not instructed the field to change the process of converting PTF into full-time duty assignment and expects the field to abide by the applicable labor contracts. If you have

information that shows a policy in the field of not converting part-time employees, please forward it so that the Postal Service can investigate the issue further. To the extent your request is intended to encompass information beyond what is included in this response, the relevance to the APWU of how the Postal Service has delegated the authority with respect to hiring or complement is not apparent to us. If the APWU seeks additional information, please specify what information the APWU requests and explain how the information is of relevance to the APWU's statutory responsibilities.

If the APWU has information that is in conflict with the responses above, please make us aware by sending copies of documents and/or any other communications that have led the APWU to believe the referenced reports from the field.

In accordance with Article 31, Section 3 of the Collective Bargaining Agreement and Handbook AS-353, *Guide to Privacy of the Freedom of Information Act*, and Records Management, Section 4-6.5, *How to Assess Fees*, which set out the applicable costs for fees incurred in processing information requests, there is currently no cost associated with this information request.

If there are any other questions, please contact Barry Carpenter of my staff at 202-268-6892.

Sincerely,

A handwritten signature in dark ink, appearing to read "John W. Dockins". The signature is fluid and cursive, with the first name "John" being more prominent than the last name "Dockins".

John W. Dockins  
Manager  
Contract Administration (APWU)



July 28, 2010

OFFICERS

SUBJECT: Hiring, Promotions, and Non-Competitive Placement Suspension

Effective immediately, all hiring, promotions, and non-competitive placement of non-bargaining employees at Headquarters, Areas, and Districts are suspended until further notice. The following outlines the process for current postings.

Open vacancy announcements will be placed on hold. All selections received by close of business Friday, July 30, 2010, will be processed by HR Shared Service Center. Selecting officials should consider notifying applicants that postings are on hold. Applicants will be notified via *eCareer* when the selection process resumes. Bargaining unit position vacancies will be filled in accordance with the applicable agreement.

Please note that requests for new vacancies should not be submitted to *eCareer*. No exceptions will be authorized until further notice.

Please disseminate this information as appropriate.

A handwritten signature in dark ink, appearing to read "Anthony J. Vegliante".

Anthony J. Vegliante