

ANTHONY J VEGLIANTE
VICE PRESIDENT, LABOR RELATIONS



January 9, 2001

Mr. William Burrus
Executive Vice President
American Postal Workers Union,
AFL-CIO
1300 L Street, NW
Washington, DC 200054128

Dear Bill:

Listed below are the final provisions agreed upon by the parties concerning the Memorandum of Understanding (MOU) regarding the joint evaluation of the Automotive Mechanic (PS-6) and Lead Automotive Mechanic (PS-7) positions.

- Drafts of the new position descriptions are attached.
- All incumbent Level 7 Lead Automotive Mechanics will be placed in the Level 8 Lead Automotive Technician position.
- All incumbent Level 7 Lead Automotive Mechanics at facilities without supervision will be placed in the Level 9 Lead Automotive Technician (AG) position.
- Upon the placement of current Lead Automotive Mechanics, PS-7, to the position of Lead Automotive Technician, PS-8 or Lead Automotive Technician (AG), PS-9, the position of Lead Automotive Mechanic will be considered eliminated.
- For the purpose of implementation of this letter, on a one-time basis only, the Postal Service will establish a number of Automotive Technician, PS-7, duty assignments equal to a minimum of 70 percent of the current Incumbent full-time regular Level 6 Automotive Mechanics on a nationwide basis. Headquarters Delivery Vehicle Operations will determine the allocation of Automotive Technician positions by facility.

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- For the sole purpose of the filling of the newly established Level 7 Automotive Technician duty assignments during the implementation period, all incumbent Level 6 Automotive Mechanics will be considered qualified for the Level 7 position. The implementation period will expire six (6) months after the new Level 7 Automotive Technician qualification standard is developed and published; thereafter, Level 6 Automotive Mechanics will not be automatically considered to be qualified for Level 7 duty assignments. Future vacant Level 7 Automotive Technician duty assignments will then be filled on the basis of senior qualified among the Level 6s and 7s, and Level 6 Automotive Mechanics must fully meet the new qualification standards for the Level 7 position. After implementation, filling vacant PS 6 and 7 duty assignments will be on a senior qualified basis from Levels 6 and 7. For PS 6 and 7 residual vacancies, the selection method will be best qualified from any other position.
- No grievances will be filed concerning the number of Level 7 Automotive Technician duty assignments created, nor who is awarded a Level 7 position. A grievance may be filed if there is a dispute concerning the seniority of the bidders.
- All incumbent Automotive Mechanics, Junior, PS-5, will be placed in the Automotive Mechanics, PS-6, position. Upon the placement of current Automotive Mechanics, Junior to the position of Automotive Mechanic, the position of Automotive Mechanic, Junior will be considered eliminated. Junior Mechanics upgraded as a result of the implementation of this MOU will not be considered currently qualified for the position of Automotive Technician, PS-7.
- Upon the placement of current Vehicle Maintenance Analysts, PS-7, to the position of Lead Automotive Technician, PS-8, the position of Vehicle Maintenance Analyst will be considered eliminated.
- Filling Level 8 Lead Automotive Technician and Level 9 Lead Automotive Technician (AG) positions will be senior qualified from Level 8s and 9s. For PS 8 and 9 residual vacancies, the selection method will be best qualified from any other position.
- The implementation period for this MOU will expire six (6) months after the qualification standards for the new positions are issued.

The seniority of the employees in the new positions will be determined as follows:

Lead Automotive Technician, PS-8, Lead Automotive Technician (AG), PS-9

The seniority of the Level 8 Lead Automotive Technician and Level 9 Lead Automotive Technician (AG) will be merged into one seniority list for preferred assignments. The seniority of Level 7 Vehicle Maintenance Analysts will be merged with the Level 8 and 9 seniority list when they become a Lead Automotive Technician.

Automotive Mechanic, PS-6, Automotive Technician, PS-7

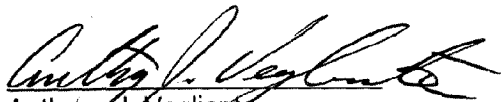
The seniority of the Level 6 Automotive Mechanics and Level 7 Automotive Technicians will be merged into one seniority list for preferred assignments.

Level 5 Junior Automotive Mechanics will begin a new period of seniority for preferred assignments when they become Level 6 Automotive Mechanics, and they will retain their order of seniority relative to other Junior Automotive Mechanics.

The implementation date for the upgrades will be provided to the Union when it is established.

The parties agree this letter represents their full, complete, and final understanding as to the appropriate procedures for implementing the 1998 MOU Re: Automotive Mechanic; Lead Automotive Mechanic. Upon final implementation of the provisions of this letter, the parties agree the 1998 MOU Re: Automotive Mechanic; Lead Automotive Mechanic shall be removed from the National Agreement.

When we receive your signed concurrence, we will initiate the necessary steps to implement the terms and conditions of this letter.



Anthony J. Vegliante
Vice President
Labor Relations



William Burrus
Executive Vice President
American Postal Workers Union,
AFL-CIO

Attachments