

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

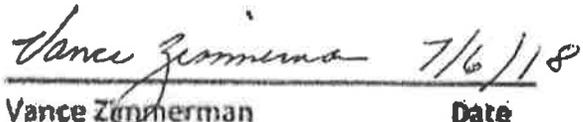
Subject: eAppeals MOU Extension

The Parties agree to extend the *Memorandum of Understanding Between the United States Postal Service and the American Postal Workers Union, AFL-CIO Subject: eAppeals* and its related Questions and Answers dated November 20, 2014 will be extended through December 31, 2022.



Michael R. Miakar
Manager, Field Labor Relations
United States Postal Service

7/6/18
Date



Vance Zimmerman
Industrial Relations Director
American Postal Workers Union, AFL-CIO

7/6/18
Date

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

Subject: eAppeals

The parties agree to extend the process for the electronic transmission of grievance appeals to Steps 1, 2, 3, Direct Appeals and arbitration, union requests for information and other related documents and correspondence (e.g. GATS numbers, grievance decisions, information requests, case files, etc.) for an additional five (5) years commencing on the date of this agreement, while also continuing the use of standard paper document transmissions.

Prior to the implementation or expansion of the use of any of these formats of electronic transmission for Steps 1,2 and union requests for information, the local parties must meet to discuss the procedures that will be followed in order to maintain the terms of Article 15 (Grievance-Arbitration Procedure) of the Collective-Bargaining Agreement and exchange email addresses.

The parties will meet periodically during the five (5) year period to review and discuss the results and to make modifications or enhancements, as mutually agreed to.



Michael R. Miakar
Manager, Field Labor Relations
United States Postal Service

11/20/14
Date



Tony D. McKinnon, Sr.
Director Industrial Relations
American Postal Workers Union

11/20/2014
Date

Electronic Grievance System: Questions and Answers

Questions and Answers Re: Electronic Grievance System (EGS)/eAppeals, USPS-APWU.

(These questions and responses are not intended to alter, amend or modify in any way the terms of the National Agreement)

1. What is the Electronic Grievance System (EGS)?

Answer: EGS is a web-based grievance tracking and data storage software system developed for the APWU.

2. Is the eAppeals option in EGS still a pilot program with USPS?

Answer: No, the parties at the National level have agreed to extend the process for the electronic transmission of grievance appeals (eAppeals) for an additional five years.

3. How can a local union access EGS?

Answer: The local President can sign up to use EGS at www.APWUegs.com and receive the initial username and password as a local Administrator.

4. How are grievance appeals received through EGS?

Answer: The local union must contact the District Labor Relations office to obtain the e-mail address that is to be used for the receipt of appeals to Step 1 and to Step 2. Step 3 appeals and Direct Appeals are sent to LReAppeals@usps.gov. Grievance appeals sent through or to a personal e-mail address will not be accepted.

5. Where will the EGS Appeals come from?

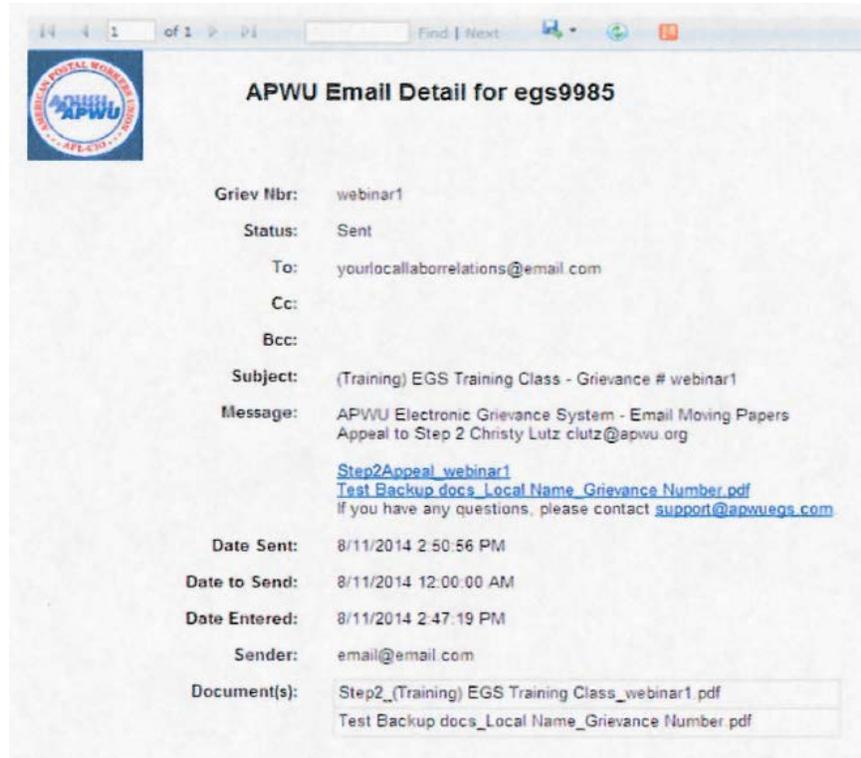
Answer: All EGS appeals will come to the USPS email address of your choice from a dedicated email support@grievancetrack.com. The appeals will not come from the Steward's email address.

6. Must a local union that has properly opted to the use of eAppeals file all grievances electronically?

Answer: No. The union may follow electronic grievance appeals by also mailing the hard copy documents to the appropriate, designated official.

7. How is proof of an eAppeal grievance filing evidenced?

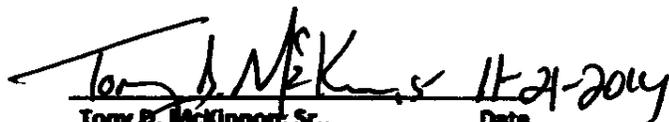
Answer: EGS contains a menu item titled "Reports", with a link that is titled "Emails", which records the time and date of each eAppeal transmission.



8. May the local and Regional/Area parties exchange and transmit other relevant documents electronically?

Answer: Yes. The eAppeals MOU between the parties provides for the electronic transmission of other related documents and correspondence such as GATS numbers, RFI's and responses, etc.


Michael R. Misker Date
Manager, Field Labor Relations
United States Postal Service


Tony B. McKinnon, Sr., Date
Director Industrial Relations
American Postal Workers Union

Memorandum of Understanding
Between The
United States Postal Service
And The
American Postal Workers Union (AFL-CIO)

Re: GATS Input of Step 2 Grievance Appeals

Date: August 22, 2014

The Employer agrees to input Union appeals to Step 2 of the Grievance Procedure into GATS (Grievance-Arbitration Tracking System) within 72 hours and advise the Union of the GATS number that has been assigned to the appeal. In the event, the Union is not so advised within 72 hours of the date of the appeal, it will not result in the filing of an additional grievance or ULP, but the Union will inform the Manager, Labor Relations (District) or designee, who will be responsible for promptly ensuring the appeal is input and the Union informed of the assigned number. If any further problems continue to arise, related to this procedure, the appropriate National Business Agent will advise the undersigned parties.

The parties agree that the procedure for GATS Step 2 appeal input will have no effect on the time limits set forth for the processing of grievances under the terms of Article 15 of the Collective Bargaining Agreement and Management representatives will not postpone the processing of any grievance due to a GATS input failure.

In order to facilitate the effectiveness of this procedure, the local parties will first meet to discuss implementation. Discussion will include the process the union will utilize to provide the appeals to Management, the Management designee to whom the appeals must be sent and the procedure to be used for advising the Union of the GATS number assigned to the grievance.



Michael R. Mlakar
Manager, Field Labor Relations,
USPS



Tony D. McKinnon, Sr.
Director, Industrial Relations, APWU (AFL-
CIO)