

Memorandum of Understanding
Between the
American Postal Workers Union
And the
United States Postal Service

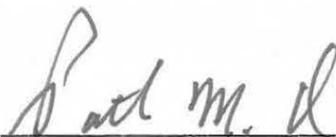
RE: Postal Support Employee (PSE) Discipline

This MOU is not intended to alter, amend, or change in any way the terms of the 2010-2015 Collective Bargaining Agreement.

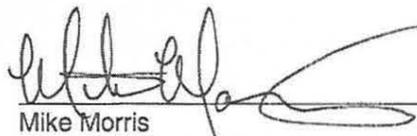
Per Postal Support Employee (PSE) MOU Item 3.B.3, which states:

"PSEs may be disciplined or removed within the term of their appointment for just cause and any such discipline or removal will be subject to the grievance arbitration procedure, provided that within the immediately preceding six months, the employee has completed ninety (90) work days, or has been employed for 120 calendar days, whichever comes first."

- The parties agree that Postal Support Employees (PSEs) who have successfully completed either a 90 work day or 120 calendar day period within the preceding six months may be disciplined within the term of their appointment for just cause. The parties further agree that such discipline is subject to the grievance-arbitration procedure.
- The parties recognize that removal is not the only mechanism available to correct deficient behavior when warranted.
- The full range of progressive discipline is not always required for PSEs; however, the parties agree that an appropriate element of just cause is that discipline be corrective in nature, rather than punitive.
- The parties agree that PSEs will not be non-scheduled because of misconduct as a substitute for discipline which would be otherwise appropriate.
- The parties agree that this MOU fully and completely resolves national dispute Q10C-4Q-C 13016809. All grievances concerning PSE discipline currently filed, and/or held in abeyance pending the national dispute, shall be discussed and resolved in accordance with the language above.



Patrick M Devine
Manager, Contract Administration (APWU)
United States Postal Service



Mike Morris
Director, Industrial Relations
APWU – AFLCIO

DATE February 27, 2013