



September 9, 2008

MANAGERS, HUMAN RESOURCES (AREA)

SUBJECT: Inservice Custodial Register Selection Process Due to Suspension of Examination Requirement for Custodial Jobs

The suspension of the Examination 916 requirement of custodial jobs has been extended for another 2 years, until September 30, 2010 per the enclosed September 4, 2008, memorandum. The same in-service custodial register selection process used under the previous Exam 916 suspension will also remain in effect until September 30, 2010.

When there is a need to establish an inservice custodial register or to replenish an existing inservice custodial register, an announcement is made giving career employees the opening and closing dates that they can apply. Employees who respond to the announcement are not given Exam 916 but their names are merged onto the inservice register in the following order:

1. Current Maintenance Craft employees who previously passed Exam 916 in score order;
2. Current Maintenance Craft employees who have not passed Exam 916 in Maintenance installation seniority order;
3. Other APWU Craft employees who previously passed Exam 916 in score order;
4. Other APWU Craft employees who have not passed Exam 916 in their respective craft installation seniority order;
5. Other Craft employees who previously passed Exam 916 in score order;
6. Other Craft employees who have not passed Exam 916 in installation seniority order.

This results in one inservice register which merges applicants on a current register with new requests from employees when the opportunity is announced to those employees.

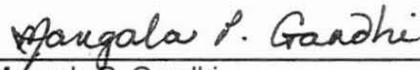
The exam will not be administered **except for applicants who signed up for the exam for entrance registers**, during the suspension period.

- **The order of filling maintenance vacancies is unaffected.**
- These instructions do not apply to Article 12 accessing situations where impacted employees may be moved without the Exam 916. The parties retain their respective position on excessing into or out of APWU represented crafts.

- Voluntary transfers from other installations are still handled under the transfer memo, **except the Exam 916 is not required or administered.**
- The Transfer-in-Lieu of Accessing MOU is still applicable, but the employee will **not need to pass Exam 916.**
- **Exam 916 is suspended for all employees for all purposes.**



John W. Dockins
Manager
Contract Administration (APWU)



Mangala P. Gandhi
Manager
Slection, Evaluation and Recognition

Enclosure



September 4, 2008

DISTRICT MANAGERS, HUMAN RESOURCES
AREA MANAGERS, HUMAN RESOURCES

SUBJECT: Suspending Examination Requirement for Custodial Jobs

The suspension of the examination requirement for custodial jobs was announced via memo by Deborah Giannoni-Jackson on August 6, 2007, to be effective through September 30, 2008. This suspension is extended and will continue until September 30, 2010. The reassignment of many career bargaining-unit employees during FY 2008 was greatly expedited thereby supporting our efforts to deal with the impact of automation and changes in the postal business environment.

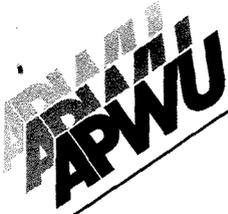
Career employees reassigned in accordance with Article 12 and/or moving voluntarily to custodial positions should not be given examination 916 or be required to qualify during this suspension. These employees must meet any requirement not pertaining to examination 916 shown on the qualification standard for the position to which they are being reassigned, including satisfactory completion of any prescribed training. Districts may continue to use inservice custodial registers.

This suspension removes work from the process of placing employees into custodial positions to more rapidly make staffing changes in our work place.

A handwritten signature in cursive script that reads "Mangala P. Gandhi".

Mangala P. Gandhi
Manager
Selection, Evaluation, and Recognition

cc: Deborah Giannoni-Jackson
Robert Brenker
John Dockins



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Steven G. Raymer
Director, Maintenance Division

September 12, 2007

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U.S. Postal Service
475 L'Enfant Plaza, S.W.
Washington, D.C. 20260

Re: APWU Notification No. GCCT2007-7; Suspension of Test 916

Dear Jackie,

This is to confirm our agreement regarding the suspension of the custodial exam Test 916. On August 31, 2007, APWU and USPS representatives met and reached the following agreement on the suspension of the Test 916:

The Test 916 is suspended for all employees for all purposes from August 8, 2007 through September 30, 2008.

There will be one in-service register which merges the current register with new requests to reassign to custodian.

The In-Service Custodial Register selection process, due to the suspension of the Test 916; will be as follows:

1. Current Maintenance Craft employees who previously passed the 916 in score order
2. Current Maintenance Craft employees who have not passed the 916 in Maintenance installation seniority order
3. Other APWU Craft employees who previously passed the 916 in score order
4. Other APWU Craft employees who have not passed the 916 in their respective craft installation seniority order
5. Other Craft employees who previously passed the 916 in score order
6. Other Craft employees who have not passed the 916 in installation seniority order

September 12, 2007

The Service will not offer the Test 916, except for entrance registers, during the suspension period.

The order of filling maintenance vacancies as listed in the JCIM is unaffected.

This does not apply to Article 12 excessing situations where impacted employees may be moved without the Test 916. The parties retain their respective position on excessing into or out of APWU represented crafts.

Voluntary transfers from other installations are still handled under the transfer memo, except the Test 916 is not required.

The transfer in lieu of excessing MOU is still applicable but the employee will not need to pass the 916.

The parties will meet prior to the expiration of the suspension to discuss renewal or lifting of the suspension.

If the decision is to again require Test 916 as the minimum qualification, employees who have obtained a custodial duty assignment during the period of suspension will continue to be considered as qualified on the Test 916.

Please respond if you believe any of the above is inaccurate.

Yours in union solidarity,



Steven G. Raymer
Director, Maintenance Division

SGR/syi/opeciu#2/afl-cio



November 6, 2007

MANAGERS, HUMAN RESOURCES (AREA)

SUBJECT: Inservice Custodial Register Selection Process Due to Suspension of Examination Requirement for Custodial Jobs

Due to the suspension of the Examination 916 requirement for custodial jobs which was announced via the enclosed memorandum, the following is the inservice custodial register selection process to be used while Exam 916 is suspended. These instructions are in effect until September 30, 2008.

When there is a need to establish an inservice custodial register or to replenish an existing inservice custodial register, an announcement is made giving career employees the opportunity to apply and provides the opening and closing dates in which applications will be accepted. Employees who respond to the announcement are not given Exam 916, but their names are merged on to the inservice register in the following order:

1. Current Maintenance Craft employees who previously passed Exam 916 in score order;
2. Current Maintenance Craft employees who have not passed Exam 916 in Maintenance installation seniority order;
3. Other APWU Craft employees who previously passed Exam 916 in score order;
4. Other APWU Craft employees who have not passed Exam 916 in their respective craft installation seniority order;
5. Other Craft employees who previously passed Exam 916 in score order;
6. Other Craft employees who have not passed Exam 916 in installation seniority order.

This results in one inservice register which contains applicants without scores from an announcement merged with employees who have scores.

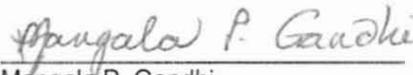
The exam will not be administered during the suspension period except for applicants who signed up for the exam for entrance registers.

- The order of filling maintenance vacancies is unaffected.
- These instructions do not apply to Article 12 excessing situations where impacted employees may be moved without the Exam 916. The parties retain their respective position on excessing into or out of APWU represented crafts.
- Voluntary transfers from other installations are still handled under the transfer memo, except the Exam 916 is not required or administered.

- The Transfer-in-Lieu of Excessing MOU is still applicable, but the employee will not need to pass Exam 916.
- Exam 916 is suspended for all career employees for all purposes.



John W. Dockins
Manager
Contract Administration (APWU)



Mangala P. Gandhi
Manager
Selection, Evaluation and Recognition

Enclosure



August 8, 2007

VICE PRESIDENTS, AREA OPERATIONS

SUBJECT: Suspending Examination Requirement for Custodial Jobs

In support of our efforts to reassign career bargaining-unit employees (due to the continuing impact of automation and changes in the postal business environment), we are suspending the examination requirement for custodial jobs from the date of this notice until September 30, 2008.

Career employees reassigned in accordance with Article 12 and/or moving voluntarily to custodial positions should not be given examination 916 or be required to qualify on it during this suspension. These employees must meet any requirement not pertaining to examination 916 listed on the qualification standard for the position to which they are being reassigned, including satisfactory completion of any prescribed training. Where needed, districts may continue to use previously established in-service custodial registers.

This suspension simplifies the placement of employees into custodial positions to more rapidly respond to staffing changes in our work place.

A handwritten signature in black ink, appearing to read "Deborah Giannoni-Jackson".

Deborah Giannoni-Jackson