

Mr. Lamont Brooks
Director, Clerk Craft
American Postal Workers Union, AFL-CIO
1300 L Street NW
Washington, DC 20005-4128

Re: USPS# Q18C-4Q-C 21028036
APWU# HQTC20200491
Washington, DC 20260

Dear Lamont:

The parties recently met at Step 4 of the grievance-arbitration procedure to discuss the above referenced grievance, initiated at Step 4 by the APWU. Time limits were extended by mutual consent.

The issue in this case is whether the Postal Service violated the National Agreement when it issued separation/termination notifications to Postal Support Employees (PSEs).

After further review and discussion, it is mutually agreed to resolve this dispute in accordance with the following understanding of the parties:

1. For a period of six months from the date of signing of this agreement, the 194 PSEs identified in the attached spreadsheet will be permitted to seek reinstatement at the local level, if they have not already done so, and will be so reinstated retroactively.
2. For a period of six months from the date of signing of this agreement, PSEs not identified in the attached spreadsheet, but who can demonstrate they were recipients of separation/termination letters dated October 2020 issued by Postal Service Headquarters, will be permitted to seek reinstatement at the local level, if they have not already done so, and will be so reinstated retroactively.
3. Each PSE reinstated retroactively pursuant to Paragraphs 1 and 2 above will be entitled to back wages in the amount of \$3,000.00 (subject to normal withholding).
4. The PSEs referenced in Paragraph 1 above who are not on the Postal Service rolls as of the date of signing of this agreement, will be sent letters to their addresses of record, inviting them to seek reinstatement at the local level if they have not already done so.
5. For each retroactive reinstatement resulting from paragraphs 1 and 2 above, the Postal Service will additionally determine whether those employees were deprived of any subsequent non-wage benefits as a result of their separations/terminations, including but not limited to conversion to career status, establishment of seniority, health insurance eligibility/contributions, life insurance eligibility/contributions, Federal Employee Retirement System (FERS) eligibility/contributions, and Thrift Savings Plan (TSP) eligibility/contributions, and, if so, will take the necessary measures to make those employees whole as it relates to those subsequent non-wage benefits.
6. Any disputes arising from the terms of this agreement will be subject to the grievance-arbitration procedure and processed in accordance with Article 15 of the collective bargaining agreement.

This agreement constitutes full and final settlement of the above-referenced grievance. This agreement is made without prejudice to the position of either party in this or any other matter and may only be cited to enforce its terms.



Michael W. Faber
Director, Contract Administration (APWU)
United States Postal Service

Date: 12/04/25



Lamont Brooks
Director, Clerk Craft Division
American Postal Workers Union, AFL-CIO

Date: 12/4/25

Attachments: PSE Listing (194)
PSE Offer Letter

EIN	Employee Name	Current Status	DesAct	Area	District
	ADAMS, DELANI	Separated	81/3	Southern Retail & Delivery	Mississippi
	ALCINDOR, RICHARD	Separated	81/3	Atlantic Retail & Delivery	MA-RI
	ALLEN, JOQUANTA	Separated	81/3	Western Processing Operations	Pacific AO
	ALLEN, SHAKIEYRA	Separated	81/3	Western Processing Operations	California 5
	ALLEN, TYSHEA	Active	81/3	Eastern Processing Operations	Southeast Proc
	ALVARADO, ROBERTO	Separated	81/3	Southern Retail & Delivery	Florida 3
	ANDERSON, DARIA	Separated	81/3	Eastern Processing Operations	South Jersey
	ANTHONY, COURTNEY	Active	81/3	Eastern Processing Operations	NY Metro Proc
	ASHBY, KIMBERLY	Separated	81/3	Central Retail & Delivery	Michigan 1
	BAILEY, SHAREEN	Separated	81/3	Atlantic Retail & Delivery	New York 1
	BANKHEAD, DASEAN	Separated	81/3	Central Retail & Delivery	Illinois 1
	BARTON, DEANDRE	Separated	81/3	Central Retail & Delivery	Michigan 1
	BATSON, DARSHAY	Active	81/3	Western Processing Operations	Westshore Proc
	BELL, JESSICA	Active	81/3	Eastern Processing Operations	Chesapeake Proc
	BELL JR, ORLANDO	Separated	81/3	Central Retail & Delivery	Great Lakes AO
	BETANCOURT, TANIA	Active	81/3	Atlantic Retail & Delivery	New York 1
	BLACK, DIAMOND	Separated	81/3	Eastern Processing Operations	Ohio 1
	BLAKE, BRITNEYERIN	Active	81/3	Eastern Processing Operations	New England Pro
	BOBO, ERICKA	Separated	81/3	Central Retail & Delivery	Illinois 2
	BOMMAN, SHATORIA	Active	81/3	Western Processing Operations	Westshore Proc
	BROWN, BRIANA	Separated	81/3	WestPac Retail & Delivery	Bay-Valley
	BROWN, SHONTE	Separated	81/3	Eastern Processing Operations	Ohio 1
	BUCK, RAVEN	Separated	81/3	Eastern Processing Operations	Lakeshore Proc
	BURTS, ELISHA	Separated	81/3	WestPac Retail & Delivery	Central Plains
	CAMPBELL, ALIYAH	Separated	81/3	Central Retail & Delivery	Illinois 1
	CAMPBELL, THERESA	Separated	81/3	Central Retail & Delivery	Indiana
	CAMPBELL, YOLANDA	Separated	81/3	Central Retail & Delivery	Wisconsin
	CARTER, KYASIA	Active	81/3	Eastern Processing Operations	NY Metro Proc
	CAVANAGH, STEPHEN	Separated	81/3	Atlantic Retail & Delivery	MA-RI
	CECCHIN, JOSEPH	Separated	81/3	Central Retail & Delivery	Wisconsin
	CHAMBERS, KELLEY	Separated	81/3	Central Retail & Delivery	Illinois 2
	CHANDLER, KAJUAN	Separated	81/3	HQ Log & Proc - Field	South Carolina

CHASE, DONYELL	Separated	81/3	Atlantic Retail & Delivery	MA-RI
CHEN, EKIA	Separated	81/3	Atlantic Retail & Delivery	Triboro
CISTRUNK, ZAIRE	Separated	81/3	Eastern Processing Operations	Ohio 1
CLARK, PERRYIN	Separated	81/3	Western Processing Operations	California 5
CLARKE, YOLANDA	Active	81/3	Atlantic Retail & Delivery	New York 1
COOPER, JAMAL	Separated	81/3	Central Retail & Delivery	Michigan 1
CORBETT, WYKESHIA	Active	81/3	Eastern Processing Operations	NY Metro Proc
CROCKETT, KAILYN	Separated	81/3	Southern Retail & Delivery	Louisiana
CROSLAND, ANDREA	Separated	81/3	Atlantic Retail & Delivery	New York 1
CRUZ, YVETTE	Separated	81/3	Central Retail & Delivery	Illinois 2
DAVIDSON, VICTORIA	Active	81/3	Eastern Processing Operations	Southwest Proc
DAVIS, JAMIKA	Active	81/3	Eastern Processing Operations	Southwest Proc
DAVIS JR, ROBERT	Separated	81/3	Central Retail & Delivery	KS-MO
DAWSON, KIARA	Separated	81/3	Western Processing Operations	California 5
DAWSON III, LLOYD	Separated	81/3	Western Processing Operations	California 2
DIXON, RAVEN	Active	81/3	Eastern Processing Operations	Eastern AO
DOBBS, TAMARA	Active	81/3	Western Processing Operations	Lakeshore Proc
DOUGLAS, BRITTANY	Separated	81/3	Central Retail & Delivery	KS-MO
EDMONDS, TODD	Separated	81/3	Eastern Processing Operations	Ohio 2
EDWARDS, ZACHARY	Active	81/3	Eastern Processing Operations	Southwest Proc
ELLIS I, TIEL	Separated	81/3	Eastern Processing Operations	NY Metro Proc
ENGLISH, LAVERNE	Active	81/3	Eastern Processing Operations	Southwest Proc
FARNEY, ALEC	Separated	81/3	Atlantic Retail & Delivery	MA-RI
FIELDS, DARRELL	Separated	81/3	Central Retail & Delivery	Illinois 2
FITTS, ALISA	Separated	81/3	Central Retail & Delivery	Michigan 1
FLORES GOVANTES, ELIZABETH	Separated	81/3	Western Processing Operations	California 2
FLOWERS, JAILA	Separated	81/3	Eastern Processing Operations	Ohio 1
FRANCIS, NIA	Separated	81/3	Atlantic Retail & Delivery	MA-RI
GAINES, JENNIFER	Separated	81/3	Eastern Processing Operations	South Jersey
GANTZ, JAZEMA	Separated	81/3	Central Retail & Delivery	Michigan 1
GENTRY, TIA	Separated	81/3	Central Retail & Delivery	Great Lakes AO
GOMEZ, JINEYRA	Separated	81/3	Atlantic Retail & Delivery	MA-RI
GOURDET, CHERLIE	Active	81/3	Atlantic Retail & Delivery	New York 1

GRAHAM, JASHAWN	Active	81/3	Central Retail & Delivery	Illinois 1
GREENE, JORDAN	Separated	81/3	HQ Log & Proc - Field	Mid-Carolinas
GRIFFIN, TAKAYLA	Separated	81/3	HQ Log & Proc - Field	Maryland
GUERRERO, RAMIRO	Separated	81/3	Central Retail & Delivery	Illinois 2
HAGGERTY, ROBERT	Separated	81/3	Atlantic Retail & Delivery	Connecticut
HARVEY, ELICIA	Separated	81/3	Eastern Processing Operations	Ohio 1
HAYS, CLARENCE	Active	81/3	Western Processing Operations	Lakeshore Proc
HAYWOOD, BIANCA	Separated	81/3	Western Processing Operations	California 6
HENDRIX III, RAY	Separated	81/3	Central Retail & Delivery	Michigan 1
HESLIN, RYANE	Separated	81/3	Eastern Processing Operations	KY-WV
HIGHLEY, SYLVANNA	Separated	81/3	Central Retail & Delivery	Indiana
HILL, DAQUANA	Separated	81/3	Atlantic Retail & Delivery	Triboro
HILL, JAYANA	Separated	81/3	Eastern Processing Operations	Lakeshore Proc
HINTON, DYLAN	Separated	81/3	Central Retail & Delivery	Ohio 1
HOLMES, JANAYVIA	Active	81/3	Eastern Processing Operations	Southwest Proc
HOPKINS JR, CHARLES	Separated	81/3	Eastern Processing Operations	Western NY
JACKSON, KENICIA	Separated	81/3	HQ Log & Proc - Field	Georgia
JACKSON DELIMA, STEPHANIE	Active	81/3	Eastern Processing Operations	NY Metro Proc
JENKINS, KENNETH	Separated	81/3	HQ Log & Proc - Field	Maryland
JEROME, CYNTHIA	Separated	81/3	Eastern Processing Operations	KY-WV
JOHNSON, CASS	Active	81/3	Eastern Processing Operations	Southeast Proc
JOHNSON, JESSICA	Separated	81/3	Southern Retail & Delivery	Texas 2
JOHNSON JR, ANTIONE	Separated	81/3	HQ Log & Proc - Field	Baltimore
JONES, ADRIAN	Separated	81/3	Western Processing Operations	California 6
JONES, ANASTASIA	Separated	81/3	Central Retail & Delivery	Illinois 2
JONES, FALEN	Separated	81/3	Southern Retail & Delivery	Texas 2
JONES, LAANGELA	Separated	81/3	Southern Retail & Delivery	Texas 1
JOSHIE, DIANA	Separated	81/3	Atlantic Retail & Delivery	Westchester
JULMICE, ROSE	Separated	81/3	Atlantic Retail & Delivery	MA-RI
JUNDT, CHALEN	Separated	81/3	WestPac Retail & Delivery	Dakotas
JUSINO, WILMARIE	Separated	81/3	Atlantic Retail & Delivery	MA-RI
KING, IVA	Active	81/3	Eastern Processing Operations	NY Metro Proc
LAFORD, PINKIE	Separated	81/3	Central Retail & Delivery	Michigan 1

LAWSON, ALEXIS	Active	81/3	Western Processing Operations	Lakeshore Proc
LAWSON, BRITTANY	Active	81/3	Western Processing Operations	Westshore Proc
LEACH, TROY	Separated	81/3	Southern Retail & Delivery	Texas 3
LEHMAN SR, TERRY	Active	81/3	Western Processing Operations	Westshore Proc
LEWIS, ASHLEY	Separated	81/3	WestPac Retail & Delivery	Western AO
LEWIS, SIDNEY	Separated	81/3	Southern Retail & Delivery	Texas 1
LINDER, KEYONTAE	Separated	81/3	Eastern Processing Operations	Ohio 2
LOVE II, ERIC	Separated	81/3	Western Processing Operations	California 5
LUNA, IRENE	Separated	81/3	Western Processing Operations	California 6
LYNCH, ANTONIO	Separated	81/3	Eastern Processing Operations	NY Metro Proc
MACK, SHENIKA	Separated	81/3	Central Retail & Delivery	Illinois 2
MALONE, CHARLENE	Separated	81/3	Atlantic Retail & Delivery	Westchester
MARIUS, HADFIELD	Separated	81/3	Southern Retail & Delivery	Florida 1
MARSHALL, TAJA	Separated	81/3	Central Retail & Delivery	Illinois 1
MARTIN, KARA	Separated	81/3	Central Retail & Delivery	Great Lakes AO
MATTHEWS, TENISHA	Active	81/3	Eastern Processing Operations	NY Metro Proc
MCKELLUM, DAVID	Separated	81/3	Southern Retail & Delivery	Florida 1
MCKINLEY, DOMINIQUE	Separated	81/3	Eastern Processing Operations	Eastern AO
MCKISSICK SR, DION	Separated	81/3	Central Retail & Delivery	Indiana
MCNEAL, CORYVONPIER	Separated	81/3	HQ Log & Proc - Field	Georgia
MCSHAN, MERCEDES	Separated	81/3	Central Retail & Delivery	Illinois 2
MERRITT, CECILLIA	Separated	81/3	Eastern Processing Operations	Ohio 1
MILES, FELICIA	Separated	81/3	Southern Retail & Delivery	Texas 1
MILLS, EMERALD	Separated	81/3	Central Retail & Delivery	Michigan 1
MIMS, CAPRECIA	Active	81/3	Western Processing Operations	California 1
MOLENHOOR, JUSTIN	Separated	81/3	Southern Retail & Delivery	Florida 1
MONTGOMERY, MELISSA	Separated	81/3	Western Processing Operations	California 6
MOSBY, ROSALIND	Separated	81/3	Southern Retail & Delivery	Fort Worth
NEGRON, JAZMYNE	Separated	81/3	Eastern Processing Operations	Ohio 1
NELSON, MATIYA	Active	81/3	Western Processing Operations	Lakeshore Proc
NORMAN, CHELSEA	Active	81/3	Western Processing Operations	Lakeshore Proc
NORTON, VICTORIA	Separated	81/3	Eastern Processing Operations	Ohio 2
NUKHAI, MAYKAO	Separated	81/3	Western Processing Operations	California 2

OATES, DAQUANE	Separated	81/3	Central Retail & Delivery	Michigan 1
OGUNDAYOMI, DADA	Active	81/3	Western Processing Operations	Westshore Proc
ONISEMOH, JEMINAT	Separated	81/3	Central Retail & Delivery	Illinois 2
OTT, AMANDA	Active	81/3	Southern Retail & Delivery	Louisiana
PALMER, JENA	Separated	81/3	Eastern Processing Operations	Central PA
PALMER, TAKIA	Active	81/3	Eastern Processing Operations	New England Pro
PARKER, CHANELL	Separated	81/3	Eastern Processing Operations	Chesapeake Proc
PARKER, TANIKA	Separated	81/3	Atlantic Retail & Delivery	Westchester
PEARSON, SADAO	Separated	81/3	HQ Log & Proc - Field	Maryland
PEOPLES, SHAWNTERIA	Separated	81/3	Central Retail & Delivery	Michigan 1
PERKINS, ARIEL	Separated	81/3	Central Retail & Delivery	Illinois 2
PETERS, CIERRA	Separated	81/3	Southern Retail & Delivery	Louisiana
PIERCE, QUANESHA	Separated	81/3	Central Retail & Delivery	Illinois 2
POINTER, ASHLEY	Separated	81/3	Southern Retail & Delivery	Louisiana
POWERS, THOMAS	Separated	81/3	Eastern Processing Operations	Ohio 1
PRINCE, RICHARD	Separated	81/3	Southern Retail & Delivery	AR-OK
PULLION, WILLIAM	Separated	81/3	WestPac Retail & Delivery	Colorado Wyomng
RADCLIFFE, KENICHA	Active	81/3	Eastern Processing Operations	New England Pro
REESE, CAMERON	Separated	81/3	Central Retail & Delivery	KS-MO
REMELE, DEJA	Separated	81/3	Central Retail & Delivery	Michigan 2
RICE, SAGE	Separated	81/3	Atlantic Retail & Delivery	Connecticut
RITTER, JO ANN	Active	81/3	WestPac Retail & Delivery	California 5
RIVERA, CHRISTINA	Separated	81/3	Central Retail & Delivery	Wisconsin
ROACH-WESTER, BRIDGET	Separated	81/3	Eastern Processing Operations	Ohio 1
ROBINSON, DAIJA	Separated	81/3	Central Retail & Delivery	KS-MO
ROGERS, CHRISTIAN	Active	81/3	Eastern Processing Operations	Southwest Proc
RUIZ, ANGIEBEL	Separated	81/3	Atlantic Retail & Delivery	MA-RI
SESSION, TRAVEANA	Separated	81/3	Southern Retail & Delivery	Southwest AO
SEWELL, DENISE	Separated	81/3	Eastern Processing Operations	Central PA
SHARPE, TORREY	Separated	81/3	HQ Log & Proc - Field	Cap Metro AO
SMITH, IAN	Separated	81/3	HQ Log & Proc - Field	Baltimore
SMITH, JAQUELLE	Separated	81/3	Central Retail & Delivery	KS-MO
SMITH, SIERRA	Separated	81/3	HQ Log & Proc - Field	Baltimore

SMITH, TIANNA	Separated	81/3	Central Retail & Delivery	Illinois 2
SMITH, ZARIA	Separated	81/3	Eastern Processing Operations	Ohio 1
STAPLETON II, DARRYL	Separated	81/3	Central Retail & Delivery	KS-MO
STOKES, LANCE	Separated	81/3	Atlantic Retail & Delivery	New York 1
STRADER, DAVID	Separated	81/3	HQ Log & Proc - Field	Maryland
SUMMERS, SHANTISE	Active	81/3	Eastern Processing Operations	Chesapeake Proc
THOMAS, NASIR	Separated	81/3	Atlantic Retail & Delivery	Westchester
THOMAS, RAYVEN	Active	81/3	Western Processing Operations	Midwest Proc
THOMAS, STARR	Active	81/3	Western Processing Operations	Lakeshore Proc
THOMPSON, FREDERICK	Separated	81/3	Southern Retail & Delivery	Texas 1
THOMPSON, STACIE	Active	81/3	Western Processing Operations	Southern Cal Pr
TIGGS, ANTWON	Active	81/3	Western Processing Operations	Lakeshore Proc
TOLLIVER, KAMAU	Separated	81/3	HQ Log & Proc - Field	Maryland
TURNER, RHOMESHA	Separated	81/3	Central Retail & Delivery	Illinois 2
TURNER, SHAYLA	Separated	81/3	Western Processing Operations	California 2
WAFFORD, ARYONNA	Separated	81/3	Western Processing Operations	Westshore Proc
WALLACE, MANDY	Separated	81/3	Central Retail & Delivery	Michigan 1
WALLACE, NAOMI	Separated	81/3	WestPac Retail & Delivery	Dakotas
WARREN, CALITIA	Separated	81/3	Central Retail & Delivery	Michigan 1
WATKINS, MALCOLM	Active	81/3	Western Processing Operations	Midwest Proc
WELLS, ABIGAIL	Active	81/3	Western Processing Operations	Westshore Proc
WHITE, JESSICA	Separated	81/3	WestPac Retail & Delivery	Central Plains
WHITE, LYNETTE	Separated	81/3	Southern Retail & Delivery	Southwest AO
WILLIAMS, RAYNESHA	Active	81/3	Southern Retail & Delivery	Texas 2
WILSON, LAQUANDER	Separated	81/3	Southern Retail & Delivery	Florida 3
WOODY, CAMAR	Separated	81/3	Eastern Processing Operations	Ohio 1
WRIGHT, ATIA	Separated	81/3	WestPac Retail & Delivery	IA-NE-SD
WRIGHT, JADA	Separated	81/3	Eastern Processing Operations	Ohio 1
YOUNG, LORI	Active	81/3	Eastern Processing Operations	Southwest Proc
SAECHAO, AMY	Separated	81/3	WestPac Retail & Delivery	NV-UT