

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

Re: USPS# Q18C-4Q-C 21028049
APWU# HQTC20200492
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 employees were hired as Postal Support Employees (PSEs) but then given a different designation of hire.

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

1. The Postal Service has identified 52 employees who may fall within the scope of the subject dispute, as demonstrated by the attached spreadsheet.
2. If it is determined, based on the Postal Service's findings, that any of those 52 employees were hired as PSEs but then improperly given a different designation of hire, the Postal Service will take the necessary measures to retroactively reclassify those employees as PSEs.
3. If it is determined that any of those 52 employees should be retroactively reclassified as PSEs, but the employees have since separated from the Postal Service, the employees, for a period of six months from the date of signing of this agreement, will be permitted to seek retroactive reinstatement/retroactive reclassification at the local level, if they have not already done so, and will be so reinstated/retroactively reclassified.
4. Additionally, for a period of six months from the date of signing of this agreement, employees not identified in the attached spreadsheet, who can demonstrate they were hired as PSEs but then given a different designation of hire, can request that the Postal Service at the local level review whether after being hired as a PSE, they were improperly given a different designation of hire.
5. If it is determined by the Postal Service that any of the employees referenced in Paragraph 4 above were hired as PSEs but then improperly given a different designation of hire, the Postal Service will take the necessary measures to retroactively reclassify those employees as PSEs.
6. If it is determined that any of the employees referenced in Paragraphs 4 and 5 above should be retroactively reclassified as PSEs, but the employees have since separated from the Postal Service, the employees, for a period of six months from the signing of this agreement, will be permitted to seek retroactive reinstatement/retroactive reclassification at the local level, if they have not already done so, and will be so retroactively reinstated/retroactively reclassified.

7. For any retroactive reinstatements/retroactive reclassifications resulting from Paragraphs 2 to 6 above, the Postal Service will 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 non-wage subsequent benefits.
8. 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.
9. The Union reserves the right to challenge the validity of the Postal Service's determinations.

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: 12/04/20



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

Date: 12/4/25

Enclosure: Employee Listing Spreadsheet (52)