

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