

Q&As – 9/30/25 TACS Settlement

February 26, 2026

1. **Question:** What is a Stand-Alone Level 18 office as referenced in Item #2 of the settlement?

Answer: A Stand-Alone Level 18 Post Office is an independent Level 18 office (with no reporting RMPOs or stations/branches).

2. **Question:** How will TACS duties be recorded for Level 18 Stand-Alone offices?

Answer: The Web1260 program will be modified to ensure recording of one (1) hour per week for the performance of TACS duties by all Level 18 Stand-Alone offices. One (1) hour per week will be reflected for all Level 18 Stand-Alone offices on the Web1260 Report provided to the National APWU.

3. **Question:** In POSTPlan offices that did not qualify for a Lead Clerk, will postmasters or clerks perform TACS entries and allied duties?

Answer: The parties agree that clerks in the affected APO will perform the TACS entries and allied duties.

4. **Question:** Reference #8 of the settlement – Is there a specific date relevant to the TACS grievances that are resolved/closed as a result of this settlement?

Answer: Yes, the settlement resolves/closes all grievances filed on or before the date of the agreement (9/30/25) with the exceptions stated in item #8. However, only those grievances appealed to Step 3 by 9/30/25 may be considered in the 4.2-million-dollar settlement.

5. **Question:** Does the 120-day implementation period in Lead Clerk Offices apply to offices where the Lead Clerk already has access to the Lead Clerk role in OTAdmin and/or RMSS?

Answer: No

6. **Question:** Does the 120-day implementation period in item #6 constitute a moratorium on the filing of TACS related grievances in Lead Clerk Offices?

Answer: No

7. **Question:** What does the 120-day implementation period apply to?

Answer: 1) Non-Lead Clerk offices, 2) OTAdmin and 3) RMSS (except as described in Question #5 above).

8. **Question:** Will clerks perform TACS entries and allied duties for all craft bargaining units and EAS in the bid cluster?

Answer: Yes.

9. **Question:** If a facility within the installation (bid cluster) earns a Lead Clerk, will that Lead Clerk perform the TACS duties for their facility?

Answer: Yes.

10. **Question:** Why is installation referenced in the 9/30/25 settlement agreement?

Answer: In a facility that does not qualify for a Lead Clerk, the TACS bargaining unit work will be performed by a Lead Clerk within the same installation as the facility.

11. **Question:** Who will perform the TACS duties for all new bargaining unit employees during their orientation period(s)?

Answer: The parties agree as an exception to #9 above that the Training Technician(s) assigned in the affected district who is conducting the new employee orientation shall perform the TACS duties for those employees

for the period(s) of orientation. If the respective Training Technician(s) is not available due to leave, another Training Technician(s) assigned to the District will perform the TACS duties. The Postal Service will provide the APWU Clerk Division Director a listing of the Training Technicians along with their Location, District, and EIN each PP.

12. **Question:** In the unlikely event none of the clerks authorized to perform TACS duties, in accordance with the MOU, are available to perform daily TACS duties, unless it is the last day to close the pay period week, how should this be handled?

Answer: The TACS clerk(s) can perform the duties the following day.

13. **Question:** In Customer Retention Team (CRT) sites, who will perform the TACS entries and allied duties?

Answer: A Lead Clerk in the facility/installation will be assigned to perform these duties.

14. **Question:** Who will perform the TACS duties at the KC Stamp Fulfillment Center since it is a stand-alone bid cluster?

Answer: In accordance with Item #5 of the 9/30/2025 settlement, the General Clerk(s) in Finance at the KC Stamp Fulfillment Center will perform the TACS duties.

15. **Question:** What is the pecking order for assignment of TACS duties in facilities with Lead Clerk(s), if the Lead Clerk(s) who normally performs TACS duties is not at work?

Answer: The pecking order will be as follows:

1. Other Lead Clerks in the facility, unless negotiated differently at the Local Level in accordance with the 9/5/2018 Lead Clerk and TACS MOU.
2. Other Lead Clerks within the respective Installation

3. Clerks pursuant to Article 25, Section 4. Reference: May 4, 2012 Lead Clerk Q&As, #12.

16. **Question:** How long do the parties have to mutually review current grievances to determine if they apply to the TACS settlement referenced in Item #8 & #9?

Answer: The parties at the regional level should review all cases within 180 days from the date of the settlement to identify all pertinent cases/grievances to determine their status in the application to the TACS settlement.

17. **Question:** How should the parties resolve grievances as a result of the Global TACS Duties settlement dated 9/30/2025?

Answer: The parties at the regional level should review all cases and take one of the following actions:

- a) Grievance is resolved as a result of the 9/30/25 settlement agreement
- b) Grievance remains open as the case was arbitrated on the merits and the arbitration award has not been issued
- c) Grievance remains open because the parties have received an arbitration award on the merits with a remedy to be adjudicated
- d) Grievance remains open as the parties have reached a settlement agreement regarding the merits but the remedy has yet to be determined or is in dispute; or
- e) Grievance remains open if it includes issues other than TACS and allied duties.

18. **Question:** How should Clerks in an office with Lead Clerks be selected in an office to perform TACS duties?

Answer: In offices with Lead Clerks, the senior Lead Clerk(s) should be trained and assigned to perform the TACS duties. The parties at the local level may mutually agree to an alternative Lead Clerk in the facility to be trained/assigned in lieu of the senior Lead Clerk (See September 5, 2018 Agreement).

19. **Question:** How should Clerks be selected to perform TACS duties in offices without a Lead Clerk?

Answer: In offices that do not have a Lead Clerk, management should consider seniority and employee schedules in order to provide daily coverage

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