

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

**Re: Temporary Exception Period – Clerk Craft Function 1 & Function 4 - COVID-19**

In order to accommodate those Function 1 (F1) and Function 4 (F4) installations that are experiencing high absenteeism because of the COVID-19 pandemic and the liberal leave policy, the parties agree to an exception period for F1 and F4 Level 20 and above installations as provided for below. These provisions are applicable beginning January 1, 2021 for Postal Support Employees (PSEs) hired for COVID-19 related reasons and will continue until March 26, 2021.

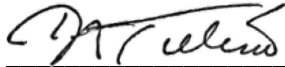
1. Available APWU bargaining unit employees, starting with career employees, and including current Postal Support Employees (PSEs), within the installation will be utilized up to the maximum hours allowed.
2. For the duration of this MOU, the parties agree to an exception period for the hiring of Postal Support Employees (PSEs) in Function 1 mail processing in excess of the 20% District PSE cap.
3. For the duration of this MOU, the parties agree to an exception period for the hiring of extra Postal Support Employees (PSEs) in Function 4 retail/customer services. It is understood that these employees will not count towards the 20% District PSE cap.
4. Any PSEs hired in accordance with items 2 and 3 above will only be used to cover absences due to COVID-19 and leave granted under the liberal leave policy. PSEs not hired for these reasons will count towards the 20% District PSE cap. This agreement does not alter, amend, or invalidate any violations of the District PSE Cap not hired for items 2 and 3 above.
5. In addition, the parties agree that the Postal Service can continue the hiring of annuitants as mail processing assistants and clerk assistants. The parties also agree that the Postal Service will continue the temporary reemployment of annuitants that are currently employed as of January 1, 2021, as mail processing assistants and clerk assistants.
6. The parties agree that annuitant mail processing assistants and annuitant clerk assistants reemployed pursuant to item 5 above, will be paid at the current hourly rate for grade 6 PSEs. Also, the reemployment of annuitants will be consistent with the statutory requirements under the National Defense Authorization Act.
7. The Postal Service will provide the APWU at the national level with reports every pay period on the number of temporary annuitant mail processing assistants, annuitant clerk assistants, and PSEs hired in accordance with this MOU for each installation and the absenteeism rate for those installations.

The following provisions will be applied to those mail processing assistants and clerk assistants (non-annuitants) who are on the rolls as of December 31, 2020:

1. Mail processing assistants and clerk assistants (non-annuitants) will have their classifications changed to the appropriate Postal Support Employee designation/activity code.
2. The subject classification changes will occur following a 6-day break in service.
3. The 6-day breaks in service can be staggered as necessary, and will be completed no later than January 29, 2021. The breaks in service will occur in the order the assistants were initially hired in the installation.
4. The effective date of the PSE appointment will be on a Saturday, the start of a pay period. The PSE may start working any day of that pay period, as determined by the Postal Service.

5. The classification changes to PSE will only apply to those mail processing assistants and clerk assistants (non-annuitants) in installations that are experiencing high rates of absenteeism because of COVID-19 and the liberal leave policy.
6. Any mail processing assistants and clerk assistants (non-annuitants) not justified, consistent with item 5 above, will be separated effective January 1, 2021.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if an extension is appropriate. This MOU will expire March 26, 2021. This MOU replaces the MOU, *Re: Temporary Exception Period – Clerk Craft Staffing Function 1 & Function 4 – COVID-19*, which was originally signed March 27, 2020 and expires as of December 31, 2020.



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Doug A. Tulino  
Chief Human Resources Officer  
and Executive Vice President  
United States Postal Service



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Mark Dimondstein  
President  
American Postal Workers Union,  
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Date: 12-21-2020