

**Questions & Answers  
for the  
MOU, Re: Additional Function 1 Staffing – June 21, 2021**

- 1. Question: Will the conversions to career status provided for in the Memorandum of Understanding (MOU), Re: Additional Function 1 Staffing - June 21, 2021, count against the 1:4 or 1:6 ratios contained in the MOU, Re: Residual Vacancies – Clerk Craft?**

Answer: No. The conversions to career status provided for in the MOU, *Re: Additional Function 1 Staffing - June 21, 2021*, are not counted against the subject 1:4 or 1:6 ratios. The Function 1 conversions to career status provided for in the MOU, *Re: Additional Function 1 Staffing - June 21, 2021*, are in addition to those conversions to career status that result when the MOU, *Re: Residual Vacancies – Clerk Craft*, is applied.

- 2. Question: What assignments will the Postal Support Employees (PSEs) who are converted to career status pursuant to the MOU, Re: Additional Function 1 - June 21, 2021, be placed into?**

Answer: The PSEs who are converted to career status pursuant to the MOU, *Re: Additional Function 1 Staffing - June 21, 2021* will be provided the opportunity to preference positions from the residual vacancies listed in the June 2021 and July 2021 postings for regular eReassign for the bid cluster/installation to which they are assigned. The subject PSEs will be placed into these residual vacancies based on their relative standing within the bid cluster/installation. Any PSE who does not successfully secure placement to a residual vacancy will be assigned, in accordance with the provisions of Article 37, a schedule as an unencumbered regular in Function 1 equal to the number on the attached table.

- 3. Question: If the PSEs who are converted to career status pursuant to the MOU, Re: Additional Function 1 Staffing - June 21, 2021, preference the residual vacancies posted in the June 2021 or July 2021 postings for regular eReassign for the bid cluster/installation to which they are assigned, will additional conversions to career status still occur when the MOU, Re: Residual Vacancies – Clerk Craft, is applied in that bid cluster/installation?**

Answer: Yes. The conversions to career status provided for in the MOU, *Re: Additional Function 1 Staffing - June 21, 2021*, are in addition to those conversions to career status in Function 1 that result when the MOU, *Re: Residual Vacancies – Clerk Craft*, is applied. PSE conversions in accordance with the MOU, *Re: Residual Vacancies – Clerk Craft*, will not be counted toward the 6,982 Function 1 PSE conversions as required by the MOU, *Re: Additional Function 1 Staffing - June 21, 2021*.

- 4. Question: In the 245 facilities on the USPS provided table attached to the MOU, Re: Additional Function 1 Staffing - June 21, 2021, will the Function 1 PSE conversions result in the clerk duty assignments being increased?**

Answer: Yes. Function 1 duty assignments in those 245 facilities/installations will be over and above the current number of duty assignments. Any conversions to career status that result from residual vacancies listed in the regular eReassign postings will not count toward the subject 6,982 Function 1 PSE conversions.

5. **Question: Will any conversion(s) or duty assignment posting(s) resulting from a settlement in the installations listed from any grievances filed prior to August 14, 2021, be counted towards the number of conversions required by the MOU, Re: *Additional Function 1 Staffing - June 21, 2021*?**

Answer: No.

6. **Question: Will the bid clusters listed in the USPS provided “Clerk Conversion List June 18, 2021” be required to post new duty assignments to account for the increase in career clerk complement as a result from the PSEs converted under the MOU, Re: *Additional Function 1 Staffing - June 21, 2021*?**

Answer: Yes. As soon as practicable, sufficient duty assignments will be posted in Function 1 for bid within the bid clusters to allow for the bidding or placement of employees due to the agreed upon increase in staffing. Any residual duty assignments will be filled in accordance with Article 37 and the MOU, Re: *Residual Vacancies – Clerk Craft*.

7. **Question: If those converted are placed in unencumbered schedules and are subsequently not placed into a duty assignment through bid or assignment process within 120 days, what will happen?**

Answer: Duty assignments will be posted for bid within the installation consistent with Article 37.4.D.

8. **Question: Did the usage of the term “FTR Clerk Actual to ‘NEW EARNED’” on the USPS provided document attached to both the conversions under the MOU, *Additional Function 1 Staffing* dated December 24, 2020, the MOU, Re: *Additional Function 1 Staffing - March 22, 2021*, or the MOU, Re: *Additional Function 1 Staffing - June 21, 2021* imply acceptance by the APWU, create a standard, or change either party’s position on whether any computer program/model establishes clerk craft staffing, or affects any disputes where this term/earned hours are cited?**

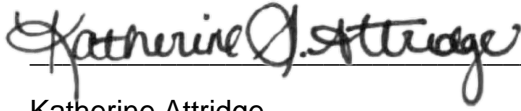
Answer: No. The parties understand that the APWU remains opposed to the Postal Service’s “earned hours” concept.

9. **Question: Does any part of the MOU, Re: *Additional Function 1 Staffing* dated December 24, 2020, the MOU, Re: *Additional Function 1 Staffing - March 22, 2021*, or the MOU, Re: *Additional Function 1 Staffing - June 21, 2021* alter any part of the MOU, Re: *Residual Vacancies – Clerk Craft*?**

Answer: No

10. **Question: When will the “expansion of the two (2) pay periods” for the 2021 Function 1 Peak Season Exception Period begin?**

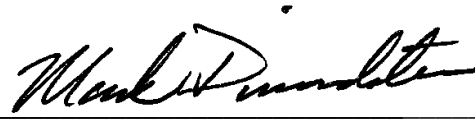
Answer: The expansion will be applied to the period immediately preceding the normal Peak Season Exception Period.



---

Katherine Attridge  
Vice President, Labor Relations  
United States Postal Service

Date: June 21, 2021



---

Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO