

QUESTIONS & ANSWERS

These questions and the responses thereto are not intended to alter, amend, or change in any way the terms of the 2010-2015 agreement.

Postal Support Employees (PSE)

1. Do all terms of the Memorandum of Understanding (MOU) for Noncareer Assistant (NCA) Employees apply to PSE's?

ANSWER: Yes. The word PSE replaces Noncareer Assistant (NCA) wherever Noncareer Assistant or "NCA" appears in the agreement and MOU's.

2. Will PSE Leave Account rules be identical to those currently in place for APWU LEA's?

ANSWER: Yes.

3. During the first three months of the agreement, as casualts and TC's are being eliminated, stay in office have either casualts or TC's at the same time as PSE's?

ANSWER: Yes, but only during the 90-day period from the effective date of the agreement (May 23 -- August 21, 2011). During this interim period if casualts remain they continue to be subject to the same restrictions that were in effect under the 2005-10 CBA.

4. Can current PM's be converted to PSE's?

ANSWER: PM's will be eligible to take the appropriate examinations like any other member of the general public and, if reached during the competitive hiring process, are eligible to be hired as PSE's.

5. Can casualts be converted to PSE's?

ANSWER: Casualts will be eligible to take the appropriate examinations like any other member of the general public and, if reached during the competitive hiring process, are eligible to be hired as PSE's.

6. When can PSE's begin to be hired?

ANSWER: Effective May 23, 2011.

7. How is a PSE grade determined for each PSE?

ANSWER: The PSE will be hired at the grade for the position in question. An example would be a PSE hired to work as a mail processing clerk would be hired as a Grade 4 PSE, as career mail processing clerks would be hired at level 5.

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Labor Relations Reference Manual ,2005 Vols 9 17 include decisions of the War Labor Board **North western reporter. Second series. N.W. 2d. Cases argued and determined in the courts of Iowa, Michigan, Minnesota, Nebraska, North Dakota, South Dakota, Wisconsin** ,1995 **Daily Labor Report** ,2009-12 Biennial Convention Proceedings American Postal Workers Union. Convention,1998 **Federal Times** ,1974-03 LABOR RELATIONS REFERENCE MANUAL THE LAW OF LABOR RELATIONS Including Court Opinions, and Decisions of the National Labor Relations Board ,1980 **Government Employee Relations Report Number 877 Summary September 1,1980** The Bureau of National Affairs,1980 **Hofstra Labor Law Journal** ,1984 **Industrial and Labor Relations Review** ,1993

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