

Mr. Steven G. Raymer  
Director, Maintenance Division  
American Postal Workers Union, AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4128

RE: Q00T-4Q-C 03102636  
APWU No. HQTT200310  
Class Action  
Washington, DC 20260-4100

Dear Mr. Raymer:

Recently, we met to discuss the above captioned dispute at the Step 4 level of the grievance-arbitration procedure. Time limits were extended by mutual agreement.

Cases E98T-4E-C 99224762 and E98T-4E-C 99267859 were submitted for interpretive review, in accordance with Article 15 of the National Agreement. A dispute was subsequently initiated by the Postal Service and appealed to arbitration by the APWU on April 1, 2005. The issue herein involves whether the voluntary transfer of a custodial employee from one installation to another is defined as being "voluntary attrition" under the Memorandum of Understanding on Subcontracting of Cleaning Services (ASM 535.261). The parties agree as follows:

The specific definition of "voluntary attrition" is contained in the Maintenance Craft Q&A shown in the parties JCIM under the section CUSTODIAL and states:

1. What is the definition of "voluntary attrition"?

**Answer:** If the employee bids out, is promoted, quits, retires, or dies."

Only these specific 5 actions constitute "voluntary attrition" which itself is a precursor for initiating the MOU on Subcontracting Cleaning Services. An employee's voluntary transfer between installations is not one of the 5 listed definitions and does not constitute "voluntary attrition" under the Memorandum of Understanding on Subcontracting of Cleaning Services (ASM 535.261).

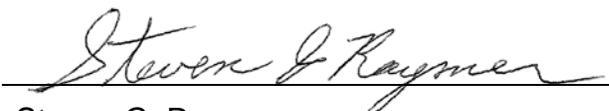
Any cases, including the two referenced above, held pending this dispute shall be released and processed in accordance with Article 15 and the foregoing.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement.

Sincerely,



Terry C. LeFevre  
Labor Relations Specialist  
Contract Administration (APWU)  
United States Postal Service



Steven G. Raymer  
Director  
Maintenance Division  
American Postal Workers Union, AFL-CIO

Date: October 27, 2014