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## American Postal Workers Union, AFL-CIO

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Idowu Balogun, Assist. Dir. A

Steven G. Raymer, Director

Terry B. Martinez, Assist. Dir. B

### T/L – 5 Effective Date Agreement

Dispute Q10T-4Q-C 14080458 was filed by the APWU Maintenance Division protesting the Service action to simultaneously declare a pilot program (in this instance the MS-47 T/L-5 in Salt Lake City) a success and also declare their intent to continue operations under the procedures of the pilot program.

The Postal Service never clearly developed their position on the above. With the pilot stages of T/L-5 version coming to conclusion nationwide, the Union sought to solve the problem by determining when the new version of the MS-47 would be effective. It should be obvious that a facility cannot have two different handbooks applying at the same time.

Additionally, item 6 of the July 9, 2014 MOU on implementing the T/L-5 uses a method of pro-rating the work hours in LDC 38 and Line H. This makes having an effective date all the more critical. The step 4 establishes a date certain when the work hours and staffing under the T/L-3 version cease and the T/L-5 version commences.

The mutual agreement makes day 1 of the pay period immediately following both:

- ✓ the training of the available custodial work force and,
- ✓ approval of the Local staffing package the start of T/L-5 coverage.

The referenced training includes the classroom training (sometimes called the “boot camp”) as well as the OJI afterwards. The available work force is the custodians in the facility; allowing for any extended absences to be trained upon their return.

Additionally, the Service is required to supply the Local President with the T/L-5 staffing package upon its approval.

Please contact your Maintenance NBA with any questions or the Maintenance HQ Officers can be reached at [maintstaff@apwu.org](mailto:maintstaff@apwu.org).

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

RE: Q10T-4Q-C 14080458  
APWU #: HQTT20140102  
Washington, DC 20260-4100

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.

This resolution concerns the dispute initiated by the APWU on February 11, 2014 regarding the effective date and implementation of the Transmittal Letter (TL) 5 version of the new Handbook MS-47, following the pilot testing of the revised handbook in certain locations, and the agreed-upon publication and implementation of the new Handbook MS-47 in the MOU dated July 9, 2014.

The parties agree to the following:

In a facility which has transitioned from the Handbook MS-47, TL-3 version in accordance with the parties July 9, 2014 MOU, the effective date of the Handbook MS-47, TL-5 version is:

Day 1 of the first pay period following the completion of TL-5 training for the available custodial workforce and approval of the authorized TL-5 custodial staffing package. The order in which these two items occurs is not determinative; the effective date is Day 1 of the pay period following the point in time when both items are true.

The above referenced training includes the initial classroom training. The available custodial workforce includes all custodial personnel present during the training time frame. Any absent custodial personnel will be scheduled for training as soon as possible upon return.

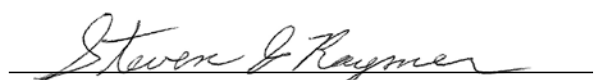
Upon approval, the Local APWU President or designee will be provided a copy of the approved MS-47 TL-5 staffing package.

This agreement is applicable to the pro-rating required under item number 6 of the July 9, 2014 MOU.

This agreement is reached on a non-precedential basis and does not impact the effective date of any other handbook(s).



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

September 29, 2015