

Michael O. Foster  
Director, MVS Division  
American Postal Workers Union, AFL-CIO  
1300 L Street, NW  
Washington DC 20005-4128

RE: Q15V-4Q-C 17473798/HQTV20170179  
Class Action  
Washington DC 20260-4100

Dear Mike:

Recently our representatives met to discuss the above captioned grievance at Step 4 of the grievance-arbitration procedure. The issue presented in this case concerns Article 9. Specifically, the Union alleges the Postal Service hired new career Motor Vehicle Service Craft (MVS) employees and did not honor the starting salary listed in their job offer letter. The parties agree to resolve this case based on the following understanding:

The parties acknowledge there is no provision in the Collective Bargaining Agreement which provides for salary exceptions for career employees.

The parties agree that when an external posting to hire contains an incorrect salary for the position in question, the Postal Service may correct the error pre-employment. Correction of the error must be made prior to a written job offer being accepted by the applicant.

If an applicant accepts a written job offer which incorrectly lists a salary higher than the entry level for that position, the applicant will be placed in a salary which is on the appropriate Article 9 pay table but not lower than the salary on the accepted job offer. It is understood, no new hire may be placed in a salary lower than the entry level or higher than the top step on the appropriate Article 9 pay table. The employee's pay will be frozen in the adjusted pay step until their normal step progression catches up.

This settlement will be used to correct the pay issues in the field arising from the incorrect salary offers, and includes making the affected employees whole.

This agreement is made for the specific circumstance described above and does not alter the provisions of the collective bargaining agreement.

Sincerely,



Rickey R. Dean  
Manager, Contract Administration (APWU)  
United States Postal Service

Date: 01/26/2018



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Director, MVS Division  
American Postal Workers Union, AFL-CIO

Date: 01/26/2018