



American Postal Workers Union, AFL-CIO

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February 24, 2016

Initiate National Dispute

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Sent Via Facsimile First Class Mail

Mr. Doug Tulino
Vice President, Labor Relations
U.S. Postal Service, Room 9014
475 L'Enfant Plaza
Washington, D.C. 20260

Re: APWU No. HQTV20160071; PSE salary exceptions and conversions

Dear Mr. Tulino:

In accordance with the provisions of Article 15, Sections 2 and 4, of the Collective Bargaining Agreement, the American Postal Workers Union is initiating a Step 4 dispute.

The issues and facts involved in this dispute are as follows.

Postal Support Employee (PSE) salary exceptions in the Motor Vehicle Service (MVS) craft have created pay anomalies not considered by the parties in the 2010-2015 Collective Bargaining Agreement PSE Memorandum of Understanding (MOU), or in the subsequent PSE MOUs and addendum.

The most glaring of these anomalies are in installations that have Level 7 Motor Vehicle Operators and Level 8 Tractor-Trailer Operators. The same scenario could also apply to the Level 7 Automotive Mechanics and the Level 8 Automotive Technicians.

Management offers and recruits PSE salary exceptions (so far all examples have been unilaterally offered.) For example, PSEs are hired in at a rate of \$22.00 in a Level 8 position. Management does not have a salary exception in the Level 7 occupational group.

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When the opportunity for conversion occurs it is often at the lower level. Article 39.1.B.7.E has language pertinent to the conversion of PSEs to career employment:

For purposes of conversion to **career employment**, PSE Motor Vehicle Operators (MVO) will be placed together with PSE Tractor-Trailer Operators (TTO) **on the same roll**. When the opportunity for conversion to a vacant TTO position exists, the TTO qualified **PSE, with the highest standing on the roll**, regardless of level, will be converted and placed into the vacant full-time position. When the opportunity for conversion to a vacant Motor Vehicle Operator position exists, and the **PSE, with the highest standing on the roll**, is a Motor Vehicle Operator, he/she will be converted and placed into the position. If the **PSE, with the highest standing on the roll**, is a Tractor-Trailer Operator, he/she will be given the option of accepting the conversion. If the conversion is declined, the next **PSE, with the highest standing on the roll**, will be converted (if the employee is a Motor Vehicle Operator) or will be given the option (if the employee is a Tractor-Trailer Operator). This procedure will continue until the position is filled or until all **PSEs** on the list have been considered.

Employees are receiving letters of demand as high as \$14,000 for the difference in the Level 8 salary exception rate and the Level 7 entry level salary. Impacted employees are also suffering loss of leave, non-payment to flexible savings accounts, affected health benefits, and USPS contributions to FERS retirement, and TSPs dropping from 7% to 3%. These are examples of problems employees are experiencing as a result of PSE conversion to career, and are not limited to the Level 8 to Level 7 example given.

Please contact Michael Foster, case officer, at 202-842-4240 to discuss this dispute at a mutually scheduled time.

Sincerely,



Tony D. McKinnon Sr., Director
Industrial Relations