



National Postal Mail Handlers Union

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National President

Mark A. Gardner
Secretary-Treasurer

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*Vice President
Eastern Region*

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*Vice President
Northeastern Region*

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*Vice President
Southern Region*

Rudy Santos
*Vice President
Western Region*

March 22, 2011

To: All Local Officers
National/Regional CAD

From: John F. Hegarty, National President *JFH*
William J. Flynn, Jr., Manager, CAD *WJF*

Re: Memorandum of Understanding re Transfer Opportunities to
Minimize Excessing (E-Reassign Priority Consideration)

We are pleased to enclose a recent Memorandum of Understanding and related Questions and Answers negotiated and agreed to, under the auspices of the joint Article 12 Task Force, by the NPMHU and the U.S. Postal Service. In general terms, these documents give priority to Mail Handlers who are working in installations experiencing excessing from the installation to locations outside of the installation and who seek transfer opportunities under Article 12 of the National Agreement and the MOU on Transfers.

As set forth in detail in the MOU, under this agreement Mail Handlers in an installation experiencing excessing may submit a request for transfer through eReassign, and will be placed on a preferred listing within eReassign by date order. Those transfers will then generally be governed by the MOU on Transfers, which appears on pages 128 to 130 of the 2006 National Agreement, but subject to the following exceptions for Mail Handlers affected by the impending excessing:

1. The ratios contained in the MOU on Transfers will not be applicable to the Mail Handlers applying for transfer;
2. The Mail Handler's work, attendance, and safety records will not be considered;
3. Neither the gaining nor losing installation may put a hold on the Mail Handler, although, if possible, at least 30 days notice will be provided to the losing installation; and
4. The lock-in periods normally applicable under the MOU on Transfers do not apply to transfers made under this eReassign Priority Consideration MOU.

Also under the new agreement, affected Mail Handlers will be allowed to transfer prior to the actual excessing, and will be able choose their effective date of transfer to coincide with the start of a pay period at the gaining installation.

Additional details about how the program will be implemented and how individual Mail Handlers can take advantage of these additional opportunities are provided in the attached MOU and also in the Questions and Answers. We urge all NPMHU representatives, and all Mail Handlers interested in transfer opportunities, to review these documents carefully.

We have sent a copy of this memorandum and its attachments to all Local Union officers, including all Branch Presidents. Please further disseminate this memorandum and attachment as you deem appropriate.

Should you have any questions, please contact your Regional or National CAD Representatives.

cc: Mark A. Gardner, National Secretary-Treasurer
National Executive Board

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL POSTAL MAIL HANDLERS UNION
AND THE
UNITED STATES POSTAL SERVICE**


Re: Transfer Opportunities to Minimize Excessing Pursuant to the Memorandum of Understanding (MOU) on Transfers

In their 2006 National Agreement, the parties agreed to a Joint Task Force on Article 12 for the purpose of discussing and reviewing issues that arise as a result of implementing the provisions of Articles 12.5 and 12.6. In addition, in August 2009, the parties agreed to a Memorandum of Understanding, Re: One-Time Retirement Incentive, as well as a moratorium on excessing from the date of that MOU through October 9, 2009. The parties also recognized that they might need to discuss application or modification of the requirements under Article 12 based on the impact of that MOU.

The parties have continued to meet at the National level, and have reached the following additional agreements with regard to Mail Handler employees in installations experiencing excessing from the installation who seek transfer opportunities under Article 12 and the MOU on Transfers.

1. All Mail Handler employees in the installation, including those employees experiencing excessing from the installation, may voluntarily submit a request for transfer through eReassign. These employees will be placed on a preferred listing within eReassign by date order. These volunteers will be allowed to transfer out of their impacted installation in accordance with the MOU on Transfer Opportunities to Minimize Excessing.
 - A. Affected employees requesting transfer must meet the minimum qualifications for the position being considered.
 - B. In accordance with applicable provisions of the EL-312 Handbook, nepotism rules are still in effect.
 - C. The following sections of the Memorandum of Understanding, Re: Transfers (pages 128-130 of the 2006 National Agreement) are modified in order to accommodate transfer opportunities to minimize excessing. Specifically:
 - (1) Sections B and C (page 128) — Ratios contained in the Transfer MOU are not applicable to affected employees applying for transfer as a result of impending excessing.
 - (2) Section D (page 129) — Affected employees work, attendance and safety records will not be considered when applying for transfer as a result of impending excessing.
 - (3) Section E (page 129) — A minimum of 30 days notice to the losing installation will be afforded if possible. Neither the gaining nor losing installation can place a hold on the employee. The affected employee requesting a transfer will be allowed to transfer prior to the excessing if they desire and choose their effective date of transfer to coincide with the start of a pay period at the gaining installation. The losing installation will coordinate between the employee and the gaining installation.

- D. The Postal Service will not provide affected employees requesting a transfer with copies of vacancies at postal facilities in advance of transfer requests. Installations with approved and authorized vacancies will post them in eReassign as Reassignment Opportunities. Employees can request reassignment to these specific positions. It is the responsibility of the affected employee requesting a transfer to check on a regular basis in eReassign for Reassignment Opportunities. Employees may also request transfers to offices that do not have reassignment opportunities listed on eReassign.
2. Selections by installations accepting transfer requests will be on a seniority basis using craft installation seniority from the losing installation.
 - A. In the event of a seniority tie, the tie breaker method will be as follows:
 - (1) total career postal time, and
 - (2) entered on duty date.
 - B. An employee's seniority in the gaining installation is established by the National Agreement based on the employee being a voluntary transfer (not excessed) employee.
 3. An employee accepting a transfer under the priority consideration will have his/her name removed from the priority eReassign pending request list at all locations. Affected employees requesting a transfer can change their mind and decline a transfer opportunity before they receive written notice of their report date to the new installation. By doing so, the affected employee's name will be removed from the priority eReassign pending request list at the declined location.
 4. Simultaneous (duplicate) requests for transfer by the same employee to the same craft and installation in eReassign are not permitted.
 5. Employees may receive a printed confirmation of their request through eReassign.
 6. In installations under Article 12 withholding, withheld Mail Handler vacancies are not available for transfer requests.
 7. As a result of the MOU, there are no changes to the Article 12 time frames for notification to the union.
 8. Disputes arising from the application of this MOU will be processed at the National level, under the jurisdiction of the National Administrative Committee.
 9. The lock-in periods do not apply to the eReassign Priority Consideration MOU at the losing installation.



 Doug A. Tulino
 Vice President
 United States Postal Service

Date: 2/24/11



 John F. Hegarty
 National President
 National Postal Mail Handlers Union

Date: 3/1/11

Questions and Answers
eReassign Priority Consideration
NPMHU – USPS

These questions and answers are provided to serve as a guide to the memorandum of understanding providing priority consideration for mail handlers from impacted installations applying for transfer in eReassign.

- Q1. Does this MOU apply for transfer to crafts other than the mail handler craft?
- A1. No. This MOU only applies for transfer of mail handlers to mail handler assignments. All other transfers to different crafts will be conducted under the regular eReassign rules.
- Q2. What is priority consideration?
- A2. All mail handlers from installations where there is Article 12 impact may apply for vacancies advertised in eReassign and will be placed at the top of the list for consideration to transfer.
- Q3. Will the Postal Service review my record before accepting me at the gaining installation?
- A3. No. The Postal Service will not review your attendance or safety records, or your supervisor's evaluations in the process to determine if you will be granted the transfer.
- Q4. How will I know if I received priority consideration?
- A4. eReassign will provide notice of priority consideration to the employee when the employee enters his/her application information in the system.
- Q5. Will I retain my seniority when I receive priority consideration?
- A5. No. Please check Article 12.2.F.1.b of the National Agreement for guidance.
- Q6. If I am selected for the transfer in eReassign can I change my mind?
- A6. You may change your mind and decline the transfer up to the point when you receive written notice of your acceptance.
- Q7. If I decline the transfer opportunity, and I have been identified as an impacted employee will I be excessed?
- A7. Yes. If you decline the transfer and you are an impacted employee you will immediately become available for involuntary Article 12 reassignment.

- Q8. Will I receive relocation benefits under priority consideration?
- A8. No. eReassign is used for voluntary transfers and relocation benefits are not authorized.
- Q9. If two or more mail handlers apply in eReassign at the same time who will first be offered the transfer?
- A9. The eReassign Priority Consideration MOU has tie breakers included.
- Q10. Where can I get a copy of the MOU?
- A10. HR Local Services can provide you with a copy. The Priority Consideration MOU will be posted on the eReassign home page.
- Q11. If I already have an application to transfer in eReassign and my installation becomes impacted by Article 12, what must I do to gain priority consideration?
- A11. You must delete your prior request and reapply.
- Q12. Does all Article 12 impact provide priority consideration?
- A12. No. Priority consideration is granted when there is excessing identified outside of the installation.
- Q13. Are there any qualifications I must meet to be eligible for transfer?
- A13. Yes. You must meet the minimum qualifications identified for the assignment before you will be considered eligible for the transfer.
- Q14. If I accept a transfer offer in eReassign what happens to other active requests I may have.
- A14. All other requests will be removed from eReassign.
- Q15. Do the lock-in periods in the Transfer MOU apply to this eReassign MOU?
- A15. The lock-in periods do not apply to the eReassign Priority Consideration MOU at the losing installation.