

**USPS and APWU**

**QUESTIONS & ANSWERS**

**Temporary Exception Period – Clerk Craft Function 1 & Function 4 - COVID-19**

The below questions and answers (Q&As) are clarification regarding the intent of the parties on the Memorandum of Understanding, Re: Temporary Exception Period – Clerk Craft Staffing Function 1 & Function 4 – COVID-19, dated March 27, 2020.

1. Is the Postal Service required to hire PSEs up to the District PSE cap prior to hiring Mail Processing Assistants or Clerk Assistants?

**Response:** No.

2. Is the Postal Service required to offer former PSEs, who were separated for lack of work within the last year, the opportunity to return to the same installation as a PSE during the term of the Temporary Exception Period MOU?

**Response:** Yes, however, PSEs returned to their former installation in accordance with Temporary Exception Period MOU, may be separated for lack of work on the expiration date of this MOU.

3. Can the former PSE decline to return to the installation?


**Response:** If the former PSE, who was separated for lack of work, declines to return to the installation for COVID-19 related reasons, the PSE will remain on the PSE retention list for that installation. If the former PSE declines to return to the installation for other than COVID-19 related issues, he/she will give up his/her standing on the PSE retention list.

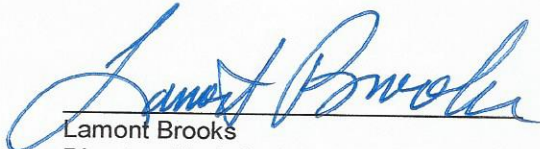
4. Can a former PSE be hired in a different installation from which he/she was released for lack of work?

**Response:** Yes, the individual will be hired as a Mail Processing Assistant or Clerk Assistant.

5. If a former PSE received an offer letter to return as a PSE to the same installation from which he/she was previously separated for lack of work, and then a PS Form 50 was cut making him/her a Mail Processing Assistant or Clerk Assistant, and this occurred between the date of the MOU and May 25, 2020, how should that be corrected?

**Response:** The former PSE's, who were hired between March 27 and May 25, 2020, PS Form 50 should be corrected to change the status from Mail Processing Assistant or Clerk Assistant to PSE retroactive to the date he/she was rehired in the installation. Additionally, the time spent as a Mail Processing Assistant or Clerk Assistant will count towards contractual rights/obligations afforded PSEs, such as, but not limited to; standing on the PSE rolls, 90/120 day evaluation period, conversion, 5-day break in service, and health benefits. Those former PSEs are not entitled to a monetary remedy or additional compensation, including lost hours or annual leave earnings, as result of the retroactive PS Form 50 change.

  
\_\_\_\_\_  
Rickey R. Dean  
Manager, Labor Relations (APWU)  
United States Postal Service

  
\_\_\_\_\_  
Lamont Brooks  
Director, Clerk Craft  
American Postal Workers Union, AFL-CIO

Date: May 20, 2020