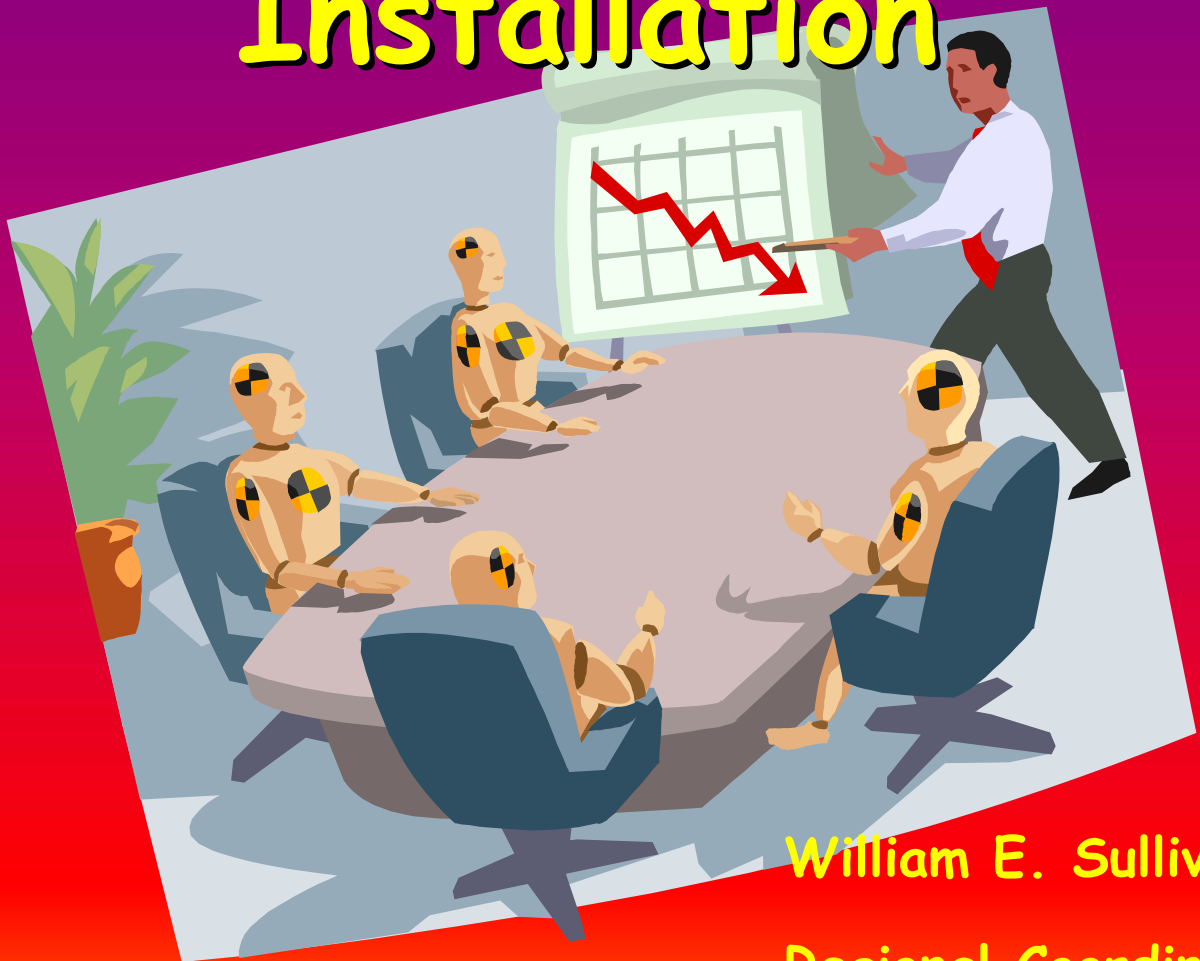


Excessing Caused By Dummies Outside Craft and/or Installation



William E. Sullivan
Regional Coordinator

ABOLISHMENT VS EXCESSING

Abolishment — a management decision to reduce the number of occupied duty assignments in an established section and/or installation.

Excessing — the reduction of full time duty assignments in a section or the reduction of employees in a category, (FTR, PTR, PTF) in a craft or installation.



Impact Statement Or Other Documentation

Indicating:

Casuals

**PTF/FTR
Reduction**

**Withholding
Extent**

Reduction of
casuals/TE's

Reduction of
PTF hours

of Jobs
Withheld

Reduction of
PTR Employees

of Miles
Withheld

EXCESSING

Article 12.5.C.5

Reduction in the number of employees in an installation other than by attrition.

What is attrition?

Do these positions count towards the reduction of employees in craft?

NOTIFICATION

- Advance notification required to APWU Regional Coordinator
- Six months notice sought
- No less than 90 days before excessing occurs
- Notice shall reflect exact number to be withheld within an area
- Not less than 60 day notice before involuntary detail or excessing occurs

NOTIFICATION (Cont'd)

- Identify number of residuals withheld in same or lower level in all crafts in affected area
- Identify as excess the number of employees in
 - craft
 - level
 - category

RULES OF EXCESSING

Responsibility of Postal Service:

12.5.C.5.a

1. Shall determine by craft and/or occupational group the number of excess employees.
 - A. Identified by level
 - B. The term occupational group does not apply to the Clerk Craft
 - C. Identified by category (FTR, PTR, PTF)
 - D. Best Qualified vs. Senior Qualified

RULES OF EXCESSING (Cont'd)

2. Separation of all casuals (to extent possible): Will minimize impact on regular workforce

A. Key word is "minimize"

B. "The parties agreed that the employer was only obligated to separate casual workers if doing so would yield sufficient hours for a regular workforce clerk, that is eight hours within nine or ten hours, five days a week"

(Snow Award: HOC-NA-C-12, July 27, 2001)

Question:

C. Seven casuals work the same five hours each day (totaling 35 hours per day) five days per week, 5am to 10 am.

Is this a violation of Article 12?

RULES OF EXCESSING (Cont'd)

3. Reduce PTF hours (to extent possible)
 - Will minimize impact on regular workforce

Question-*What is extent possible?*

D. The installation has five PTFs. Each works six hours per day.

Is this a violation?

4. Light or limited duty from other crafts must be returned to craft

Questions:

E. The junior employee is a limited duty (rehab Carrier) full-time regular in the Clerk Craft who is also the Postmaster's secretary (Level 5).

Is the Postmaster's secretary excessed?

F. How do I prove this?

Questions:

G-1. The junior employee in the installation is the Local President.

Can he/she be excessed?

G-2. The junior employee in the installation is the Chief Steward.

Can he/she be excessed?

G-3. *Can a steward be excessed?*

Reassignments to Other Installations

12.5.C.5.b

1. Identify vacancies within 100 miles of losing installation
 - A. Consult with Union if more distant installations are needed
 - B. Employees must meet minimum qualifications
 - Custodian
 - Mail handler
 - Carrier
 - C. Will have options by seniority

Reassignments to Other Installations (Cont'd)

12.5.C.5.b(2)

2. If no vacancies in above:

A. Reassign in other crafts or occupational groups

B. If they meet minimum qualifications

C. Same or lower level

D. Begin new period of seniority

Question:

What are the minimum qualifications for:

Custodian?

Truck Driver?

Mail Handler?

Carrier?

Best Qualified?

Who Goes?

3. Identify by juniority the excess employees in affected group.

Reassign to same or lower level in other crafts within the installation

A. Must meet minimum qualifications

B. Will be full-time regular

C. Retain saved grade

D. Begin new period of seniority in new craft

Excessing Options

- Employees Excessed (Affected)
- Volunteer in Lieu Of
- PTR or PTF
- Transfer Memo
 - » Affected



Excessed Employee Options:

1. Junior employee identified by category, level and craft
2. Employees offered same or lower level within affected installation, within same or other crafts
3. If no position available, employees offered same craft in surrounding installations
4. If no position available, employees offered same or lower level in other crafts in surrounding installations
5. USPS may go out 500+ for withholding after consolidation

Excessed Employee Options

If to same craft in surrounding installation:

- Shall have retreat rights to same, lower, or higher level positions from installation excessed from
 - a. Retreat rights will serve as a bid for the same level *initial vacancy* for which employee was excessed from
 - b. Retreat rights will serve as bid for *residual vacancies* to lower or higher level jobs

Question:

K. I am an excessed Level 7 FTR who was excessed to a different installation.

May I use my seniority (retreat rights) to bid on an initial Level 6 position?

Excessing Option

FTR Opts to be PTF

Less than 200 Man Year Office

PROS	CONS
Retain Seniority	Hours Cut
Senior PTF	Hours determined by USPS
Optional - not forced	Everyone retains retreat rights
When converted, would jump head of junior FTR if applicable	
	May be excessed

Excessing Option

FTR Opts to PTR
200 Man Year Office

PROS	CONS
Retains Seniority	Hours Cut
Sr. PTR	No Full Time Opportunities
Optional - not forced	Retreat rights offered to FTR Regulars
Eventually given opportunities to FTR	Schedule determined by USPS
Stay in Installation	May be Excessed

EXCESSED

To Another Craft Within The Installation:

- Begins new period of seniority as FTR
- Receives saved grade pay
- Must return to original craft at same, lower, or higher level
- Regains seniority previously retained augmented by employment in another craft
- Will retreat to former craft on basis of seniority

FTR Option in Lieu of Excessing:

PROS	CONS
Transfer with FTR Status	No retreat rights
Reassign with full seniority	No bidding for 180 days
50+ miles qualifies relocation expenses	New residence
You have a Bid assignment with hours and off days	Only receive 60 day notice
Select by Seniority	Not in your Installation



EXCESSED!

You ARE Excessed:

PROS	CONS
REMAIN FTR	To different facility/craft
Will have retreat rights	Different hours & days off
50+ miles qualifies for relocation expenses	No relocation expenses upon retreat
Have a bid job	Leave your home
May decline retreat rights	Only receive 60 day notice
Keep Saved grade	
Selected by Seniority	


Transfer to Minimize Excessing



- ELIGIBLE:
- All APWU Employees
- Within affected craft & Installation
- Transfer by e-reassign or letter to Installation Head

PROS	CONS
Preferred listing for applicants	Begin a new period of seniority
Placed on e-reassign by date initiated	PTF or FTR depending on size of office
Ratios not applicable to affected employees	First selection will be same craft transfer before cross craft transfer
Lock ins (12 or 18 months) waived for affected employees	No priority to Non APWU craft. Cross Craft transfers CBA applicable

Transfer to Minimize Excessing

PROS	CONS
Not Considered: Work Record, Attendance, Safety Record	Vacancies in installations under withholding not eligible for transfer
Craft lock-ins not applicable to affected employees	List of vacancies not provided in advance
No holds on transfers	Transfers in some craft & installation not permitted
Selection made by Seniority: Craft seniority at losing installation & Tie breaker equals total career	No changes in notification of Article 12 to Union
May decline transfer prior to date	
Must meet minimum qualifications	
Affected craft employees select transfer date	
May transfer prior to excessing	

EXCESSING OCCURS

L. What should the APWU do?

- 60 day Comparative Work Study
 - A. What is it?
 - B. Where do I find it?
 - C. What might it show?

- Chart all PTFs and casuals clock rings within installation
 - A. What do I hope to prove?

 - B. Has maximization been met?

What Should the APWU do?

- Begin to collect charts & data before excessing occurs
- Identify if work hours have been reduced, remain the same, or increased
- An established position need not exist as a vacancy before retreat rights can be offered

Example: One employee was excessed from office, yet the number of work hours remain the same or don't reduce sufficiently to justify excessing.

APWU

Excessing Outside Installation Arbitrations

Arbitrator	Union	Dec	Case No.	City / State
H. Gamser	APWU	S	A-NAT-2341	Pottsville, PA
G. Shea	APWU	D	A94C-4A-C 97093675	Lumberton, NJ
R. Kelly	APWU	S	A98C-4A-C 00115734	Spring Valley, NY
R. Simmelkjaer	APWU	S	B90C-4B-C 96037598	Meriden, CT
G. Sulzner	APWU	S	B98C-4B-C 01185377	New London, CT
R. Kelly	APWU	S	C00C-4C-C 03162916	Newark, DE
M. Zobrak	APWU	S	C94C-4C-C 98010087	Phoenixville, PA
J. Fullmer	APWU	S	C94C-4C-C 98014358	Wayne, PA
F. Blackwell	APWU	S	C94C-4C-C 98066899	Langhorne, PA
W. Powell	APWU	S	E 4C 2M-C-8372	Elkins, WV
G. Roumell	APWU	S	C1C-4B-C 2605	Sault Ste. Marie, MI

APWU

Excessing Outside Installation Arbitrations (Cont'd)

Arbitrator	Union	Dec	Case No.	City / State
M. Zobrak	APWU	S	E7S-2C-C-41232	Southern Maryland
J. Henderson	APWU	S	E90C-4E-C 93023390	Renton, WA
S. Dorshaw	APWU	S	G98C-1G-C 99245207	New Orleans, LA
M. Toedt	APWU	D	G98C-4G-C 02058765	Orange, TX
O. King	APWU	S	G98C-4G-C 99265197	Cushing, OK
G. August	APWU	S	G98T-4G-C 01045457	Pasadena, TX
C. Snow	APWU	S	H0C-NA-C-12	Washington, DC
R. Mittenenthal	NALC	D	H7N-3D-C 22267	Washington, DC
K. Durham	APWU	S	H90C-1H-C 93053978	Lake Mary, FL
I. Tranen	APWU	S	H94C-1H-C 97091193	W. Palm Beach, FL

APWU

Excessing Outside Installation Arbitrations (Cont'd)

Arbitrator	Union	Dec	Case No.	City / State
R. Hoffman	APWU	S	H94T-4H-C 98086177	Lake Wales, FL
E. Benn	APWU	S	J90S-4J-C 95015357	Indianapolis IN
J. Liebowitz	APWU	S	N7C-1F-C 40311	Marshfield, MA
G. Shea	APWU	S	N90C-1G-C 92019527	White River Jct. VT
H. Gamser	APWU	D	NC-E-16340	Altoona, PA
W. Harvey	APWU	S	S0C-3W-C 2882	Sarasota, FL
R. Dennis	APWU	S	S7C-3F-C 12760	Gleason, TN
E. Schedler	APWU	S	S7C-3W-C 24236	Largo, FL
E. Marlatt	APWU	S	S7C-3W-C 35473	Orlando, FL
S. Alsher	APWU	S	S7T-3C-C 21741	Memphis, TN
C. Snow	APWU	M	W7N-4Q-C 10845	Washington, DC

Excessing Outside Installations STEP 4's

Andrews/Weitzel	03-03-1976
Andrews/Weitzel	07-11-1974
Andrews/Weitzel	01-07-1976
Benson	03-18-1983
Biller/Cagnoli	04-16-1992
Biller/Furgeson	04-16-1992
Burrus/Cagnoli	04-28-1992
Burrus/Cagnoli	07-25-1991
Burrus/Cagnoli	08-19-1992
Burrus/Downes	12-09-1992
Burrus/Fritsch	12-15-1987
Burrus/Mahon	06-11-1990
Burrus/Vegliante	05-27-1877 (sic)
Burrus/Vegliante	11-05-1992
Cagnoli/Burrus	09-18-1991

Excessing Outside Installations Step 4's (Cont'd)

Henry/Conners	04-04-1985
Oliver/Lingberg	08-15-1986
Wilkinson/Hutchins	12-05-1988
Sheehan/Thompson	07-23-1993
Henry/Riley	07-15-1977
Fritsch/Burrus	11-23-1987
Fritsch/Burrus	12-18-1987
Mahon	11-03-1989
Mahon/Burrus	06-27-1989
Mahon/Burrus	11-07-1989
Mahon/Burrus	11-10-1992
Newman/Gildea	09-09-1980
Sgro	07-14-2000
Weitzel/Andrews	04-09-1976
Wilson/Henry	03-04-1982

APWU

Detailed Prior to Excessing



If you are Detailed!

Articles 12, 19, 37

1. The detailed employees (list) are to be paid out of schedule if other than their bid hours.
2. Travel time (on the clock) will be paid from their home location of the detail at the appropriate rate. For example, if employee works 10 hours each day, travel would be penalty.

To qualify for travel time, there must be a town/municipality/city/unincorporated area, etc, between the installation of employee and the installation the detail will take place. The 50 miles is not an issue (438-ELM).



If you are Detailed!

- 3. Per diem will be awarded if work and travel exceed 10 hours.

- 4. Mileage will be given for travel to new office.

REMEDY:

ALL EMPLOYEES SHALL BE MADE WHOLE, INCLUSIVE OF ALL CONTRACTUAL BENEFITS AND PREMIUMS.

APWU

LOCAL TRAVEL

STEP 4: H4C-4A-C 10349

REGIONAL AWARDS

Arbitrator	Union	Dec	Case No.	City / State
J. Earl Williams	APWU	S	S8C-3W-C 35032	Cocoa, FL
R. Britton	NALC	S	S1N-3P-C 6019	Bennettsville, SC
H. Grossman	NALC	D	N1N-1E-C 36818	Cohasset, MA
R. McAllister	APWU	S	C1C-4J-C 33282	Kenosha, WI
E. C. Stephens	APWU	S	S4C-3S-C 48561	Ft. Lauderdale, FL
B. Z. Tener	APWU	S	N7T-1N-C 16206	Trenton, NJ
L. D. Klein	APWU	S	E7C-2S-C 3966	Berea, KY
N. Zumas	APWU	S	E7C-2A-C 21794	Bristol, PA
Lamont Stallworth	APWU	S	C4C-4L-C 29466	Aurora, IL
W. Powell	APWU	S	E7T-2A-C 23973	Philadelphia, PA, BMC
E. Schedler, Jr.	APWU	S	S7C-3W-C 24236	Largo, FL



Part-Time Regulars

Treated as separate category
with all provisions of Article 12
applying

Tools (Per Excessing Event)

1. Seniority list(s) identifying name, seniority, level, section, veteran's preference eligibility (and type), light/limited duty status
2. Modified/Rehab job offer for light/limited/rehab employees
3. PS Form 50 and CA-17 of light/limited/rehab employees
4. Comparative Work Hour Report (CWHR)

Excessing Tools

5. Post Excessing Profile (PEP)
6. Impact Report/Function 4/
Labor Scheduler Review
7. Clock rings/TACS Report for
pre/post excessing period of all
impacted craft members,
casuals, light/limited/rehab,
transitional employees
8. Arbitration Awards
9. Step 4 Agreements
10. Memorandums of Understanding
11. Article 12 Questions & Answers

Additional Arbs

- Out of Section Excessing:
 - Case #B98C-1B-C 01267770
 - Rochester, NY Arbitrator Kelly
- Out of Installation Excessing:
 - Case #C00C-4C-C 03015197
 - Mooresville, NC Arbitrator Hardin
- Separation of Casuals:
 - Case #H00C-1H-C 03128563
 - Duluth, GA Arbitrator Odom
- Travel:
 - Case #A00C-1A-C 02136010
 - Trenton, NJ Arbitrator Pecklers
- Maximization:
 - Case #A98C-4A-C 01019383
 - Middletown, NJ Arbitrator Harris

Reassign PTF

- If excessing PTFs within a craft and installation:
 - The number of PTFs will be equal to the number to be excessed
 - Who are lowest on the PTF roll
 - At their option
 - Be reassigned to other PTF roll
 - In same or another craft
 - In another installation

Reassign PTF

(Cont'd)

A. Excessed PTF reassigned:

- To another craft
- Shall begin a new period of seniority
- Regardless of installation

B. Excessed PTF reassigned:

- To same craft
- Shall begin a new period of seniority
- Upon conversion to full-time
- Seniority shall include seniority from losing installation
- Augmented by service in gaining installation

Reassign PTF

(Cont'd)

- C. A senior PTF in excessed installation (non-impacted)
- In same craft or occupational group
 - May elect to be reassigned
 - To another installation
 - Would take seniority of senior excessed PTF
 - As set forth in a & b

Reassign PTF

(Cont'd)

D. Vacancies at installation for PTF:

- After consultation with Union
 - Will be designated by USPS
 - Vacancies in other crafts within installation
 - Vacancies in same craft in other installation
 - Vacancies in other crafts in other installation
- ❖ These designations will minimize relocation hardships

Reassign PTF

(Cont'd)

E. PTF reassigned to other craft in same installation:

- Shall be returned to first PTF vacancy
- Within craft and level

F. PTF reassigned to other installation:

- Retreat rights to next vacancy
- Based on retreat rights
 - In losing installation
 - Does not include volunteers in lieu

Reassign PTF

(Cont'd)

G. Must have submitted written request:

- When exceeded
- Shall be honored
 - Unless withdrawn
 - Or declined

H. PTR is separate category

- Above provisions apply within PTR category

APWU

RELOCATION BENEFITS

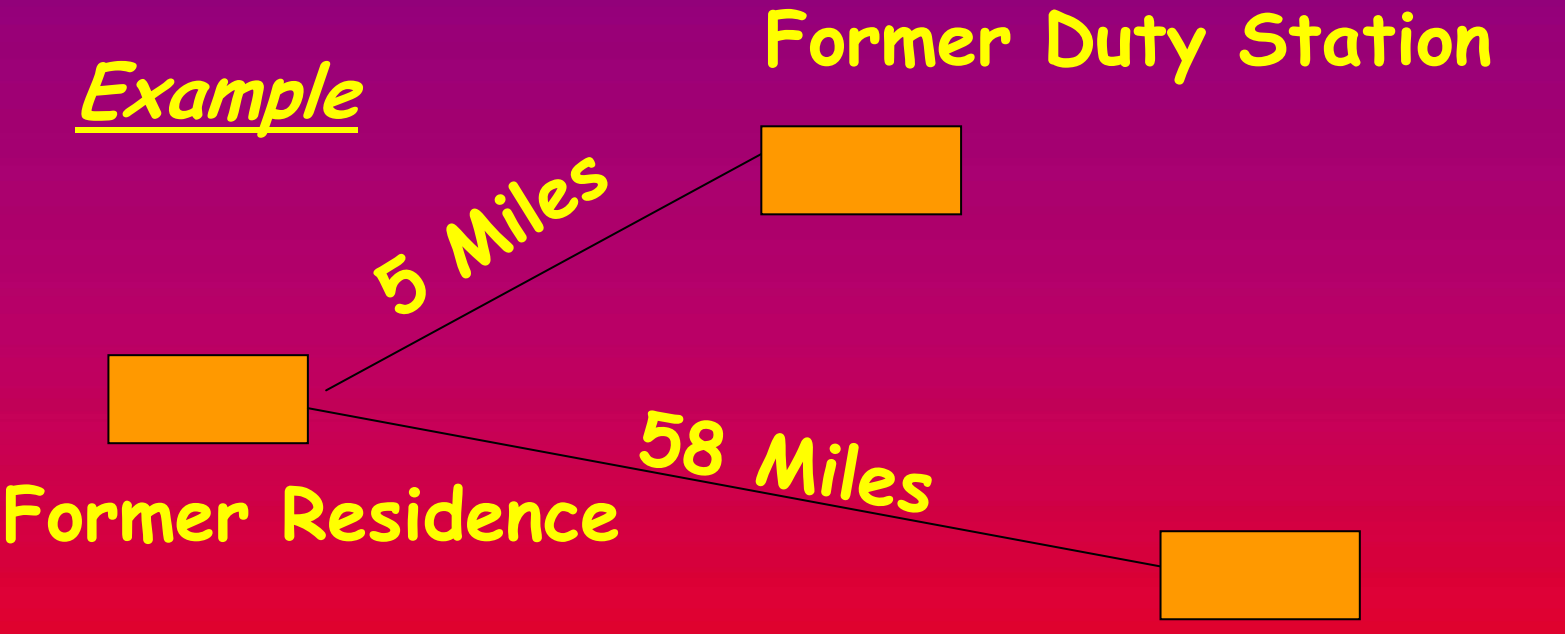




Who is Eligible for Relocation Benefits?

To qualify for relocation allowances, the distance between your new duty station and your old residence must be at least 50 miles greater than the distance between your old duty station and your old residence. You must remain new duty station 12 months.

Example



50 Mile Rule:

58 Miles
- 5 Miles
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53 Miles

New Duty Station

Getting Started

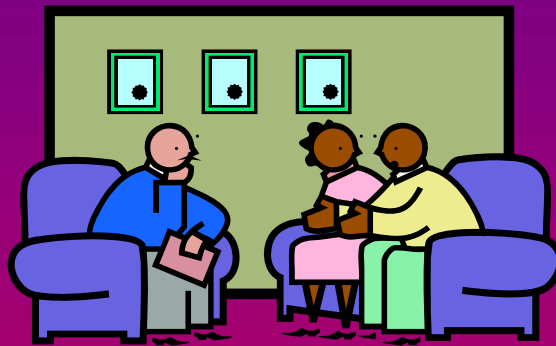
- Two forms are required
 - PS Form 178 Travel Order
 - Initiates relocation
 - Must be signed
 - Must meet 50 mile rule
 - Fax to 650-377-5355
 - Mail originals



- San Mateo Address on PS Form 8059

Form 8059 RMF Services (Relocation Management)

- Provides the Following Benefits:
 - Relocation Policy Counseling



- Processing & Payment of Vouchers
- Assistance in locating temporary quarters
- Movement and Storage of Goods



Relocation Travel Advance

- Travel Advance
 - Up to two weeks advance



Contact RMF for assistance

- No Advance for:
 - Real Estate Transactions
 - Shipment of Goods
 - Non Related relocation Expenses

Retreat Rights



Retreat Back to
Installation within
first year

Must repay all
expenses

House Hunting

- Find a permanent residence
- One trip, not to exceed 9 nights and 10 days total
- Taken prior to report to work date
- Reimburse 75% for each family member when traveling with employee
- Must be authorized and Form 178 must be on file
- Schedule work day no leave will be charged

ENROUTE TRIP (House Hunting) Entitled to:

- Reimburse Personally Owned Vehicle (POV) per mile at IRS rate
- If work day, then work hours
- Must average 300 miles per day and must take the most direct route
- Actual expenses of lodging



Enroute Trip Continued

- Per diem of 75% for spouse and immediate family members
- Travel less than 12 hours - no per diem
- Rental Car if travel by Air
- Advance roundtrip Expenses are taxable income



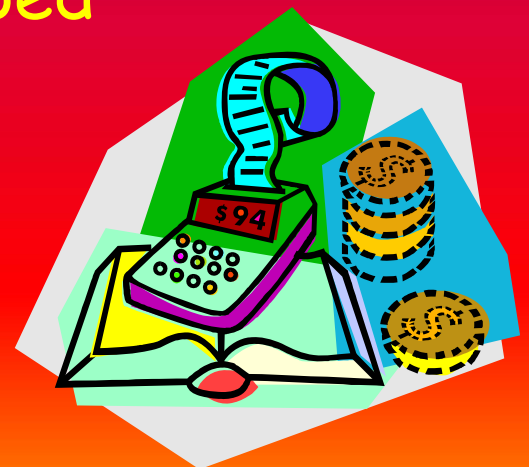
INTERPRETATION OF 30 CONSECUTIVE DAYS (Exceptions)

- A. Time spent in official travel
- B. Scheduled vacation that employee cannot change
- C. Extenuating circumstances (e.g., death in family)

What are Temporary Quarters?

- Lodging obtained from commercial source
- You and Your family must occupy temporarily
- Used only until you move into permanent residence
- Temporary quarters authorized for a maximum of 30 consecutive Days
- Itemized Receipts required:
 - Lodging
 - Dry Cleaning
 - Grocery Shopping
 - Meals, only if \$50 or more

Temporary Quarters allowance is capped



WHAT ARE TEMPORARY QUARTERS? (Cont'd)

- Must begin temporary quarters no later than 30 days from reporting date
- OR Your family moves out of residence at your old official duty



Expenses Allowed

Example: The sum of the per diem (\$39 for average cost areas) and the standard lodging allowance of \$25 totals \$64. Based on \$64, if a bargaining employee with a spouse and one dependent child occupy temporary quarters for 30 days, the employee could claim actual expenses up to the maximum amount computed as follows:

APWU

Base rate of \$64

$$\$64 \times \frac{3}{4} = \$48$$

1 st 10 days	Employee (3/4 of \$64X10)	\$48.00	\$ 480.00
	Dependent (2/3 of \$48X10)	32.00	320.00
	Dependent (2/3 of \$48x10)	32.00	320.00
	Maximum for 1 st 10 days		\$1,120.00
2 nd 10 days	Employee (2/3 of \$48X10)	\$ 32.00	\$ 320.00
	Dependent (2/3 of \$32X10)	21.33	213.33
	Dependent (2/3 of \$32X10)	21.33	213.33
	Maximum for 2 nd 10 days		\$ 746.66
3 rd 10 days	Employee (1/2 of \$48X10)	\$ 24.00	\$ 240.00
	Dependent (1/2 of \$32X10)	16.00	160.00
	Dependent (1/2 of \$32x10)	16.00	160.00
	Maximum for 3 rd 10 days		\$ 560.00
Maximum allowed amount for 30 days			\$2,426.66

- The example on the previous page is the maximum allowed for a bargaining employee with two dependents at the \$39 average rate
- The total of your actual expenses are compared to the maximum allowed for the period
- You are reimbursed for the lesser of these two amounts
- You must also submit itemized receipts for any lodging, all grocery purchases and any dry cleaning/laundry expenses regardless of cost.
- The maximum amount payable for any 30 day period is \$5,000.

Miscellaneous Expense Allowance

Form 4871 - ALLOWED

Cost of giving up residence at one location and establishing residence at a new location:

- Disconnecting & connecting appliances and utilities
- Telephone calls in connection to relocation
- Non-refundable utility fees or deposits

Miscellaneous Expense Allowance

Form 4871 - DISALLOWED

- Higher real estate, income, sales or other taxes
- Fines for traffic infractions while en route
- Accident insurance premiums
- Losses resulting from selling or disposing of personal property

Miscellaneous Expense Allowance

Form 4871 - DISALLOWED

- Damage or loss of clothing, luggage or personal effects
- Expenses greater than maximum allowable limits
- Cost of additional insurance on household goods
- Medical expenses while en route
- Cost of newly acquired items

RELOCATION GUIDELINES FOR BARGAINING UNIT EMPLOYEES

REAL ESTATE TRANSACTIONS - Form 4877 used to claim expenses

The USPS will reimburse you for allowable settlement expenses for:

- Selling one residence at your old official station cannot exceed 10% of overall sale price
- Buying or constructing one residence at your new official station



RELOCATION GUIDELINES FOR BARGAINING UNIT EMPLOYEES

REAL ESTATE TRANSACTIONS - Form 4877 used to claim expenses

- Settling an unexpired lease at your old official station either for the house in which you lived maximum is 6 months.
- To be eligible for reimbursement you must satisfy all of the conditions listed in F-12, Section 612

RELOCATION GUIDELINES FOR BARGAINING UNIT EMPLOYEES

REAL ESTATE TRANSACTIONS - Form 4877 used to claim expenses

Overall limitations on reimbursement:

- 10% of sales price

- 5% of purchase price
(closing cost)

Reimbursable & non-reimbursable costs are listed in F-12 Handbook, Sections 624 and 625

Note:

Bargaining unit employees are not reimbursed for loan origination fee. If a loan origination fee is incurred a deviation can be requested from Headquarters



OVERVIEW OF RELOCATION BENEFITS

For Bargaining Unit Employees (Cont'd)

Relocation Benefit	Bargaining Employee
Relocation management firm (RMF) home purchase	No
Reimbursable Loan Origination Fee	No
Equity Loss Consideration	No
Grossing Up	Yes
Relocation Leave	5 days

Relocation Bargaining Unit

<p>Distance Requirement (PB #21894, 5-25-95)</p>	<p>To qualify for relocation benefits, the distance between your new duty station and your old residence must be at least 40 miles greater than the distance between your old duty station and your old residence.</p>
<p>Advance Round Trip (F-12, 310)</p>	<p>When circumstances warrant, the approving official may authorize travel and expenses for one round trip for the purpose of seeking a permanent residence at the new duty station. You may take it with your spouse or either of you may take it alone. You will not be reimbursed for more than 10 consecutive calendar days (9 nights of lodging) including travel time. You are considered to be in a work status and are not charged leave. If either you or your spouse take the trip alone, the reimbursement is standard per diem and actual lodging. If the trip is taken together, your reimbursement is applicable per diem and actual lodging - your spouse receives 75% of the applicable per diem.</p>

Relocation Bargaining Unit

APWU

<p>Enroute Travel (F-12, 320 & 330)</p>	<p>You must average a driving distance of at least 300 miles per day. You are entitled to actual expenses of lodging - applicable per diem for the employee and 75 percent of that rate for family members.</p>
<p>Relocation Leave (F-12, 245)</p>	<p>If you are eligible for relocation benefits, you are entitled to a maximum of 5 days relocation leave (code 80). This leave should be taken immediately before and/or after physically moving your household.</p>
<p>Temporary Quarters (F-12, 550 & 533)</p>	<p>You will be reimbursed the lesser of either the actual amount of allowable subsistence expenses for each 10-day period or the maximum amount computed as follows (NTE 30 days):</p> <ol style="list-style-type: none"> (1) Employee - $\frac{3}{4}$ of sum of the per diem and standard lodging rate (\$25) each immediate family member - $\frac{2}{3}$ of employee rate. (2) Employee - $\frac{2}{3}$ of rate in (1) Family - $\frac{2}{3}$ of their rate in (1) (3) Employee - $\frac{1}{2}$ of rate in (1) Family - $\frac{1}{2}$ of their rate in (1) <p>Please note: (1) First 10 days (2) Second 10 days (3) Third 10 days.</p>



Relocating Bargaining Unit

<p>Miscellaneous Expense (F-12, 292)</p>	<p>You may claim the flat allowance of \$150 for an employee without immediate family or \$300 for an employee with immediate family. You may also itemize expenses that can be supported with acceptable evidence not to exceed 1 week of your basic salary (2 weeks with immediate family.)</p>
<p>Transportation Household Goods (PB #2121, 8-6-92)</p>	<p>The Relocation Management Firm (RMF) will select a qualified van line or agent and monitor the packing, loading and delivery schedules. The RMF will also resolve any claims for damage and provide \$180,000 max. current replacement value insurance on household goods.</p>
<p>Temporary Storage (PB #21821, 8-6-92)</p>	<p>The RMF will arrange for temporary storage of household goods for up to 60 days, if necessary.</p>
<p>Real Estate (F-12, 610-630)</p>	<p>The USPS will reimburse you for allowable settlement expenses for:</p> <ol style="list-style-type: none"> (1) Selling one residence at your old duty station (2) Buying or constructing one residence at your new duty station (3) Settling an unexpired lease at your old duty station

Glossary:

Abolishment - A management decision to reduce the number of occupied duty assignment(s) in an established section and/or installation

Attrition - Reduction in the number of employees in the impacted location, other than through excessing (e.g., bidding out, resignation, retirement, etc.)

Impact - The location where the reduction of employees is to take place

Glossary

Impacted Employee - An employee who, based upon their standing on the seniority list, is identified to be excessed

Impact Report/Study - Any written document which management contends supports the decision to excess

Initial Vacancy - Previously occupied duty assignment which becomes vacant due to incumbent bidding, retiring, resigning, etc.

Glossary

Newly Established/Created Duty Assignment - A duty assignment which had not previously existed

Post Excessing Profile (P.E.P.) - Union's terminology for any written document which reflects the make-up (duty assignments) of the losing installation after excessing takes place

Reposting - The posting of a duty assignment as required by Articles 37, 38 and 39. (See also Art. 30.B., Items 21 & 22)

Glossary

Residual Vacancy - An established duty assignment which remains vacant after completion of the bidding process

Reversion - A management decision to reduce the number of duty assignments in an installation when such duty assignment(s) is/are vacant

Super Seniority - Requires Management to "skip over" certified Steward if the Steward is one of the impacted employees subject for excessing (Article 17.3)

Glossary

Volunteer - An employee who is senior to the impacted employee(s) who desires to be excessed in-lieu-of one of the junior impacted employees because they prefer to be reassigned to the gaining installation

ANSWERS TO QUESTIONS

- A. The Clerk Craft does not have occupational groups.
- B. Excessing is done by category, by juniority.
- C. Based on this information, there is no violation.
- D. Based on this information, there is no violation.
- E. The secretary will be excessed.

ANSWERS TO QUESTIONS

F. Sgro letter of July 2000

G-1. Yes - if not certified as a
steward

G-2. Same as above

G-3. Yes - if no "jobs for which
the employee is qualified
on such tour"
(Article 17.3)

ANSWERS TO QUESTIONS

H. Custodian - 916, etc.

Truck Driver - CDL, etc.

Mail Handler - Physical
requirements, etc.

Carrier - Same as clerk

Best Qualified - Article 37

I. By seniority - Burrus letter
dated 19 Dec '92

J. 12 years of service in the Clerk
Craft

ANSWERS TO QUESTIONS

K. Bid - No

Residual Level 5 - Yes

Article 12

L. Identify and analyze 60 day
Comparative Work Report

A. Chart all PTF's, casuals, etc.

B. Show hours did not reduce

C. Show 8 within 9 or 8 within
10 of work available

THE END



THANK YOU!