

**APWU and USPS  
Questions and Answers  
MOU Regarding "Peak Season Exception Periods"**

The following questions and answers are provided for further clarification and guidance regarding the September 28, 2015 Memorandum of Understanding (MOU) Re: *Peak Season Exception Periods*.

**1. Are Holiday Clerk Assistants (HCAs) Bargaining Unit Employees?**

**Answer:** No. While HCAs are not Bargaining Unit employees they will not be utilized in a manner that is inconsistent with those contractual provisions relative to PSEs.

**2. Will Holiday Clerk Assistants be assigned a distinct D/A Code?**

**Answer:** Yes

**3. Does the "Peak Season Exception Periods" apply to any high volume period other than reporting periods 3 and 4, such as Valentines' Day, Mothers' Day, etc.?**

**Answer:** No.

**4. Why does the MOU refer to Exception Periods, in the plural?**

**Answer:** There are now two different Peak Season Exception Periods, one for Function 1 (Mail Processing) one for Function 4 (Retail.) The Function 1 Peak Season exception period is defined in the CBA as reporting periods 3 and 4 (Four pay periods.) The Function 4 Peak Exception Period is defined in the MOU as three consecutive pay periods within reporting periods 3 and 4.

**5. What does the "In addition" language mean in paragraph #2 of the MOU?**

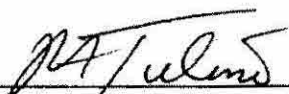
**Answer:** "In addition" clarifies the fact that Holiday Clerk Assistants can be hired under paragraph #1 and that they can also be hired as reemployed annuitants under paragraph #2.

**6. Why is the National Defense Authorization Act referenced in the MOU?**

**Answer:** This is the Act that allows for the OPM Waiver of any potential penalties to retirement benefits if an annuitant assumes non-career assignments such as the Holiday Clerk Assistant position.

**7. If a former PSE, who was separated for lack of work, declines a call back opportunity to work as a Function 1 PSE for the Peak Season Exception Period (or as a Holiday Clerk Assistant in Function 4), does he/she forfeit their standing on the retention list for reappointment as a PSE in accordance with page 290 of the 2010 Collective Bargaining Agreement.**

**Answer:** No.

  
\_\_\_\_\_

Doug A. Tulino  
Vice President  
Labor Relations  
United States Postal Service

Date: 11/3/15

  
\_\_\_\_\_

Mark Dimondstein  
President  
American Postal Workers Union,  
AFL-CIO

Date: 11/3/15