

Article 31.3

- documentation and obtaining information
- they have to let you see it, on the clock

APWU

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# Excessing Caused By Dummies

**Instructors:**

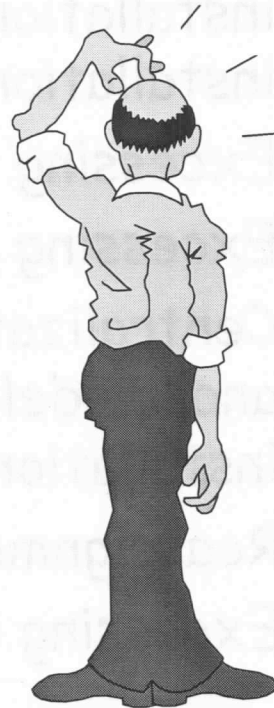
Bob Bloomer, NBA

Frank Giordano, NBA

Eric Wilson, NBA

**(Condensed Version)**

/sl opeiu #2, afl-cio



# Article 12

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1. Discontinuance of an independent installation
2. Consolidation of an independent installation into another installation *Fairfax Hills into 15th St*
3. Transfer of a classified station or branch to the jurisdiction of another installation or make another installation *-Elkins Park*
4. Excessing out of a section *-Automation Ex.*
5. Excessing out of an installation
6. Centralization of mail processing and/or delivery installation to another installation (Clerk Craft only)
7. Reassignment - Motor Vehicles
8. Excessing of part-time flexibles

# General Principals of Reassignment

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- USPS obligation to minimize:
  - Dislocation & inconvenience
- Six months notice to Union and impacted employees, if possible
- Outside Section:
  - No minimum notice period
  - Attempt to negotiate Locally
- Outside Installation:
  - Requires 90 days to Coordinator
  - Requires 60 days to employee

*doesn't mean that the 461 employees are leaving. Just let's them know that they have been included in the 461 employees*

*50  
Junior  
Level 6  
clerks*

*500  
Junior  
Level 6  
clerks*

*Keeping  
1477  
level 5  
and  
200 plus  
Level 6  
at the  
installation  
236*

*If you go to any other craft outside of maintenance you will be a PTF, if you transfer.*

*Before you transfer to a different craft, find out what your status will be, PTF, regular, etc.*



## General Principals of Reassignment (Cont'd)

- Categories for Excessing:
  - FTR
  - PTR
  - PTF
  - Best Qualified (BQ)
    - Each BQ treated as separate category
- USPS identifies category, level and number of employees
- Bumping of employees holding bid assignments is prohibited *A senior level 5 cannot bump a junior level 6, because excessing is done by level*
- An employee will begin a new period of seniority if reassigned to:
  - Another craft or occupational group
- APWU may request a Comparative Work Hour Report analyzing the 30 day period after excessing has occurred  
*Excessing is by level*



## PRINCIPLES AND REQUIREMENTS (Cont'd)

### 12.5.B.9

Whenever the provisions of the Section establishing seniority are inconsistent with the provisions of the Craft Articles of this Agreement, the provisions of the Craft Articles shall prevail.

*If a senior clerk wants to take the place of a junior person to be excused, Article 12 says you take the seniority of the senior person to be excused.*

### 12.5.B.10

*Article 37 says that person would take their seniority with them*

It is understood that any employee entitled hereunder to a specific placement may exercise such entitlement only if no other employee has a superior claim hereunder to the same position.

- *12.5.B.10 means that employees may not exercise any right granted under Article 12 to a position, if another employee has a superior claim to that position, such as seniority or incumbency.*

# Stewards

- Have "super seniority" protection from excessing (Article 17.3) if qualified for work which remains in tour/station/installation  
*have full bidding rights*
- Maintain "super seniority" over excessed employee(s) for bidding within the tour/station/installation after excessing has occurred  
*you are protected from excessing because you are a Steward.*
- May be "de-certified" as a steward after excessing has occurred, but remains as non-steward with bidding rights over excessed employees

# Maximization Memo

Management has continuing obligation to convert PTFs to FTFs if hours of PTFs aren't used to backfill a FTR residual vacancy held pending Article 12

*FTF (Full time Flexible Regular) are guaranteed 40 hours a week, but your schedule may change.*



**APWU**

# Excessing Maximization Arbitrations

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Arbitrator	Union	Dec	Case No.	City / State
R. Dissen	APWU	S	C00C-4C-C 03022953	Canonsburg PA
W. Miller	APWU	S	C94C-4C-C 98081149	York, PA
L. Loeb	APWU	D	C98C-1C-C 00214449	Harrisburg, PA
L. Loeb	APWU	S	C98C-4C-C 99308448	Wilkes-Barre PA
G. Gilder	APWU	S	G98C-4G-C 00127475	Allen, TX
M. Kelliher	APWU	S	G98C-4G-C 00165878	Lubbock, TX
G. Gilder	APWU	S	G98C-4G-C 00225247	Normangee, TX
M. Toedt	APWU	S	G98C-4G-C 02064550	Galveston, TX
R. Mittenthal	NALC	D	H7N-3D-C 22267	Washington, DC
K. Poole	APWU	S	H94C-4H-C 97006741	Douglas, GA

# Excessing Maximization STEP 4's

Benson	03-18-1983
Burrus/Mahon	02-08-1991
Burrus/Vegliante	10-28-1992
Dockins/Burrus	12-22-2003
Kahn/Burrus	12-22-2003
Mahon/Burrus	11-07-1989

### **37.1.F. – Abolishment**

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

### **37.1.G. – Reversion** *(Elimination of a job)*

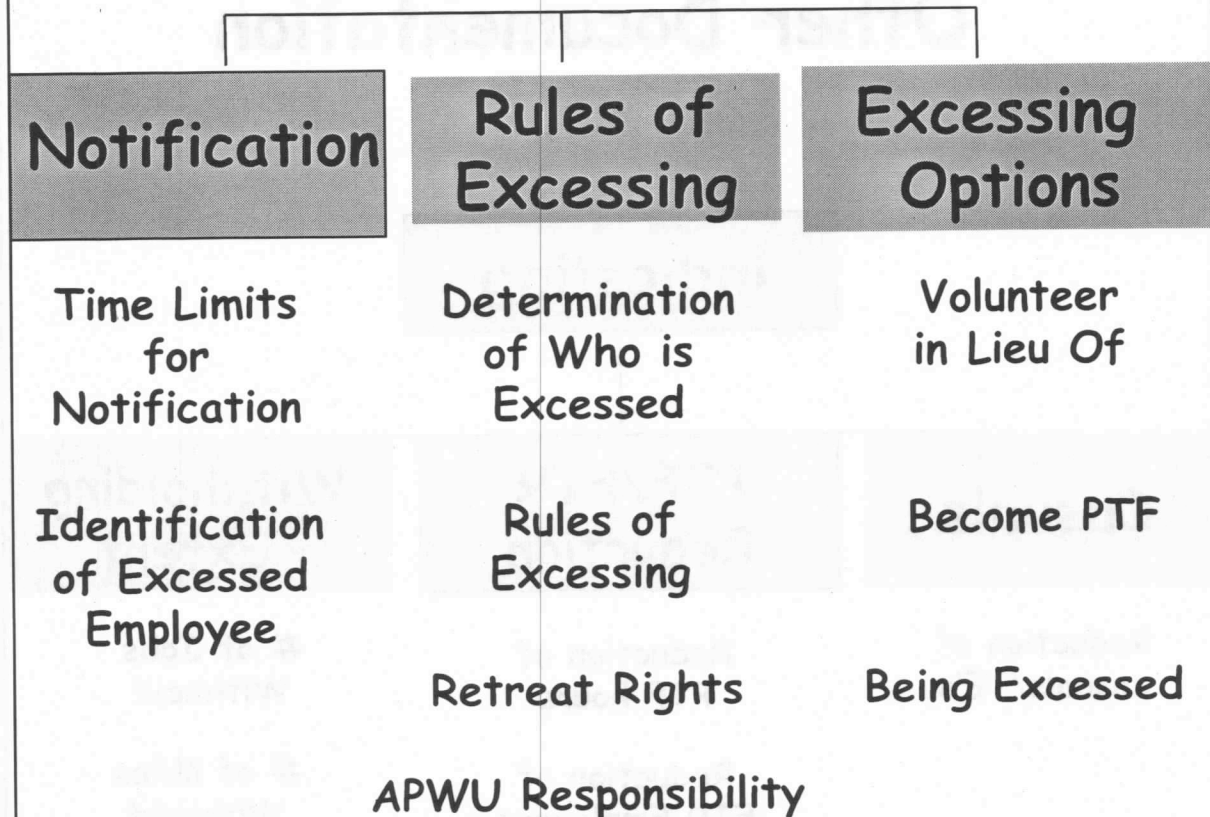
**A management decision to reduce the number of duty assignments in an installation when such duty assignment(s) is/are vacant.**

### **37.1.H. – Reposting**

**The posting of a duty assignment as required by Article 37, Section 3.A.4.a, b, or c. (See also Art. 30.B., 21, 22)**



# Reduction in The Number of Employees in an Installation



# Impact Statement Or Other Documentation

Indicating:

**Casuals**

Reduction of  
casuals/TE's

**PTF/FTR  
Reduction**

Reduction of  
PTF hours

Reduction of  
FTR Employees

**Withholding  
Extent**

# of Jobs  
Withheld

# of Miles  
Withheld

*Before excessing, Management has to eliminate all casuals. JGIM Article 7 pg 11 when casuals are used, are they being used to fill a vacancy. PTF can be broken down to 4 hrs / pay period*

*It does NOT make sense to convert to a PTF.*

# 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.



# EXCESSING

## Article 12.5.C.5

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

# 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
- FTR minus reversions be counted toward 80/20 in both losing and gaining installation
- 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?*

**NOTE:** ALL of the above must be accomplished before anyone is excessed out of craft/installation



## SOLE CRITERIA FOR EXCESSING IS CRAFT SENIORITY

### PRIOR TO EXCESSING:

- Light or limited duty from other crafts must be returned to craft
- Casuals in Clerk Craft must be eliminated to extent possible.
- PTF hours must be reduced to minimize impact

## PRIOR TO EXCESSING (Cont'd)

- Union Steward will not be excessed if there is work available for which qualified
- Excessed employees may work TE assignment if qualified

# Reassignments to Other Installations

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## 12.5.C.5.b

1. Identify vacancies within 100 miles of losing installation *over 50 miles then there is certain relocation benefits.*
  - A. Consult with Union if more distant installations are needed
  - B. Employees must meet minimum qualifications *- physical  
- CDL (MV)  
- 916 exam for custodian*
  - C. Will have options by seniority *to select the residual vacancy that you want.*
  - D. Same or lower levels in APWU craft. -

*That why management basically does not want to exceed over 50 miles.*

## 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

*Transfer to another facility,  
according to McCarthy, then your*

*Phase 1 bidding will be extended  
to 9-20-05. Bulk mailing and Central  
mailing will not be included in the bidding  
package.*



## 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

## Who Goes? (Cont'd)

4. Shall be returned to the craft from which reassigned at first opportunity

### *QUESTION:*

- I. The junior of the two excessed employees, selected to be a mail handler at an Associated Office, whereas the senior affected employee is a clerk at an Associated Office.

*Who has first offer of retreat rights?*

## Who Goes? (Cont'd)

5. Retains all previous seniority in craft augmented by intervening employment in other craft

### *Question:*

J. John has ten years as a clerk and was excessed to mail handler for two years.

*When returned, what is John's seniority date?*



# 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

# 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 6 FTR who was excessed to a different installation.

*May I use my seniority (retreat rights) to bid on an initial Level 5 position?*

# Excessing Option

## FTR Opts to be PTF

### PROS

### CONS

Retain Seniority

Hours cut

Be Sr. PTF

No guarantee of conversion

Optional - not forced

Retreat rights offered to excessed FTR before conversion

If converted would jump ahead of junior FTR if applicable

2-4 hours per pay period

May be excessed as PTF



# **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

APWU

## 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  
relocation  
expenses

New residence

You have a  
duty  
assignment with  
hours and off  
days

Only receive 60  
day notice

# EXCESSED!

## You ARE Excessed:

*You are forced out!*

### PROS

### CONS

Remain FTR	To different facility
Will have retreat rights	Different hours, off days
50 + miles, relocation expenses	No relocation expenses upon retreat
Have a job	Leave your home
May decline retreat rights	Only receive 60 day notice
Keep saved grade	

# 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, casuals, & TEs clock rings within installation
  - A. What do I hope to prove?
  - B. Has maximization been met?

*pg. 4*



## 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.

*preference eligible veterans are not protected by excess, - can be excessed, management will find them a job. You cannot force a preference eligible veteran to a lower-level job*

# Excessing Outside Installation Arbitrations

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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

# 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. Mittenthal	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



# Excessing Outside Installation Arbitrations (Cont'd)

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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

## 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 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



APWU

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# RELOCATION BENEFITS



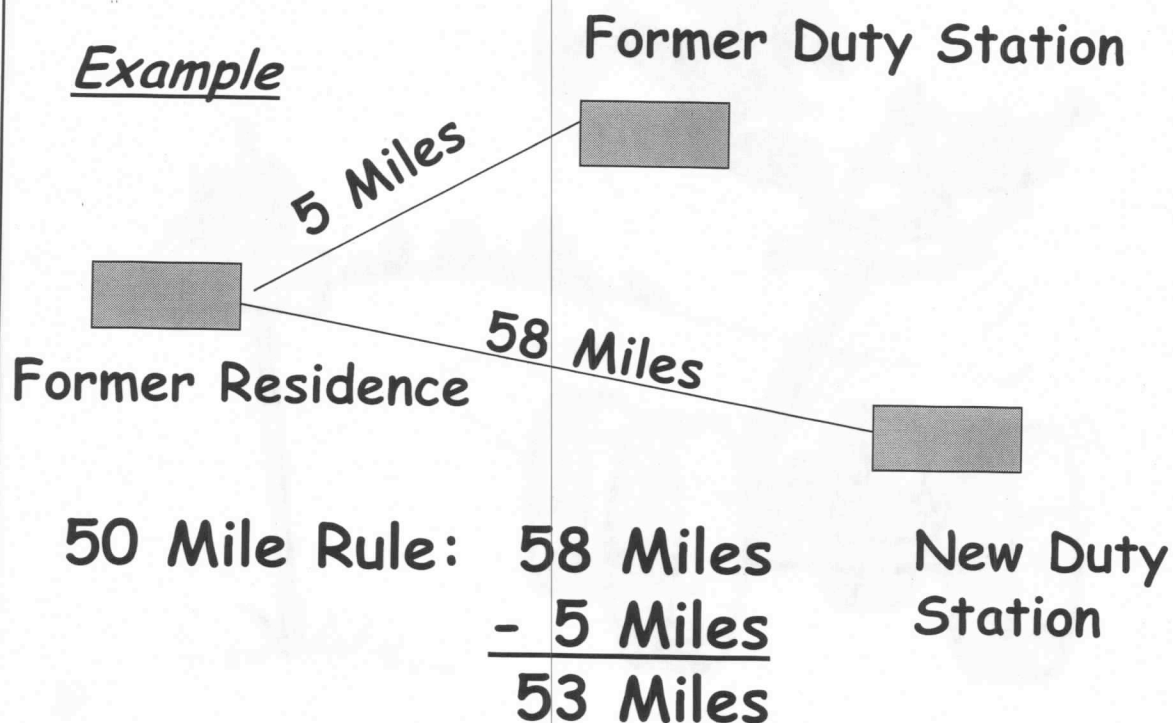
*F-15  
handbook*



## 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.

### Example



## HOUSE HUNTING

- A. One trip, not to exceed 9 nights and 10 days total
- B. Reimbursement of lodging and full per diem for employee
- C. Reimburse 75% for each family member when traveling with employee
- D. Employee must take trip prior to reporting
- E. Must be authorized and Form 178 must be on file

## ENROUTE TRIP (House Hunting)

- A. Reimburse Personally Owned Vehicle (POV) per mile at I.R.S. rate
- B. If within 300 miles, entitled to mileage and per diem for employee.
- C. Per diem of 75% for spouse and immediate family members



# WHAT ARE TEMPORARY QUARTERS?

- A. Lodging obtained from commercial source
- B. You and your family must occupy temporarily
- C. Not temporary if you move household goods into them
- D. Used only until you move into permanent residence
- E. Temporary quarters authorized for a maximum of 30 consecutive days

# **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? (Cont'd)**

**F. Must begin temporary quarters no later than 30 days from reporting date**

**G. OR Your family moves out of residence at your old official duty**

**H. Cap limit: Spouse and one child:**

- 1. \$2,085 to low cost area**
- 2. \$2,692 to high cost area**

## TEMPORARY QUARTERS (Cont'd)

### Allowable Expenses:

The amount you will be reimbursed for subsistence expenses for temporary quarters will be the lesser of either:

- A. The actual amount of allowable expenses you incur for each 10-day period OR
- B. The maximum amount computed as follows:

Standard lodging rate of \$25 will be used to compute the temporary quarters allowance)



# TEMPORARY QUARTERS

## Allowable Expenses (Cont'd):

### 1. Daily rate for the first 10-days:

- a) For you, three-quarters of the sum of the per diem and standard lodging rate
- b) For each member of your immediate family, two-thirds of the rate established for you

# TEMPORARY QUARTERS

## Allowable Expenses (Cont'd):

### 2. Daily rate for the Second 10-days:

- a) For you, two-thirds of the daily rate established in 1a)
- b) For each member of your immediate family, two-thirds of the rate established in 1b)

# TEMPORARY QUARTERS

## Allowable Expenses (Cont'd):

3. Daily rate for the Third 10-days and for any portion of an authorized additional 30-day period:

- a) For you, one-half of the daily rate established in 1a)
- b) For each member of your immediate family, one-half of the rate established in 1b)

# TEMPORARY QUARTERS

## Allowable Expenses

*Example:*

	First 10 Days	Second 10 Days	Third 10 Days
Employee	\$41.25 @ day	\$27.50 @ day	\$20.63 @ day
Spouse	\$27.50 @ day	\$18.32 @ day	\$13.75 @ day



# 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

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## 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

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## 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

# Miscellaneous Expense Allowance

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## Form 4871 - ALLOWED

You are encouraged to itemize. If you take a flat allowance:

1. \$150 for single employee
2. \$300 for employee and immediate family

Total amount of allowance:

Employee only - 1 weeks salary

Employee and  
immediate family - 2 weeks salary



# 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
- Buying or constructing one residence at your new official station

# RELOCATION GUIDELINES FOR BARGAINING UNIT EMPLOYEES

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## 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 or for a lot on which you had a mobile home used as a residence
- 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

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

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## For Bargaining Unit Employees

Relocation Benefit	Bargaining Employee
Advance house hunting	1 Trip
Spouse on trip	Yes
Return trips to old station	No
Misc. expense allowance	\$300 (married) \$150 (single)
En route expense	Yes
Movement & storage of household goods through the Relocation Mgmt. Firm	60 days
Temporary quarters	30 days
Residence sells or buys transactions	Yes



# 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

## 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**

APWU

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THE END

THANK YOU!