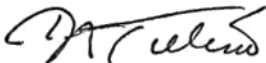


**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

Re: Additional Function 1 Staffing

The parties agree to the following:

1. The Postal Service will convert 5,524 PSEs to career status in 192 installations as identified by the Postal Service, consistent with the attached table. The conversions will occur no later than March 13, 2021.
2. The parties agree to extend the exception period for the hiring and continued employment of Function 1 PSEs in excess of the 20% district cap as set forth below:
 - A. Peak Function 1 PSE hires (i.e., Function 1 PSEs hired for reasons unrelated to COVID-19) employed in installations other than those on the attached table who are in excess of the 20% district cap will be separated on January 22, 2021.
 - B. Installations that plan to convert five or fewer non-career employees to career status in accordance with the attached table will be permitted to retain the number of Peak Function 1 PSE hires above the 20% district cap equal to the amount of conversions listed in the table beyond January 22, 2021. After the above-referenced conversions are completed and accounted for in the PSE cap, those retained Peak Function 1 PSE hires above the 20% district cap will be separated on or before March 27, 2021. All other non-COVID related PSEs in these installations will be separated on January 22, 2021.
 - C. In installations that plan to convert more than five non-career employees to career status in accordance with the attached table, after the above-referenced conversions are completed and accounted for in the PSE cap, any non-COVID related PSEs above the 20% district cap will be separated. All such separations will be completed on or before March 27, 2021. The number of non-COVID related PSEs retained in the facilities in the attached table through March 27, 2021 will not exceed the number of PSEs on the rolls as of the date of the signing of this MOU.
3. All conversions to career and separations of PSEs in accordance with this MOU will be done pursuant to the National Agreement.
4. The hiring of COVID related PSEs is covered in the MOU: *Re: Temporary Exception Period—Clerk Craft Function 1 & Function 4—COVID-19.*



Doug A. Tulino
Chief Human Resources Officer
and Executive Vice President
United States Postal Service



Mark Dimondstein
President
American Postal Workers Union, AFL-CIO

Date: December 24, 2020

Region	Division	Lead Finance Facility Name	Lead Fin Nbr
WESTERN	MID-SOUTH	BATON ROUGE LA P&DC	210625
WESTERN	MID-SOUTH	BIRMINGHAM AL P&DC	010781
WESTERN	MID-SOUTH	CEDAR RAPIDS P&DC	181502
WESTERN	MID-SOUTH	CHAMPAIGN IL P&DC	161430
WESTERN	MID-SOUTH	COLUMBIA MO P&DC	281685
WESTERN	MID-SOUTH	FAYETTEVILLE P&DF	045146
WESTERN	MID-SOUTH	JACKSON MS P&DC	273784
WESTERN	MID-SOUTH	KCMO MO P&DC	284219
WESTERN	MID-SOUTH	LAFAYETTE LA P&DC	214977
WESTERN	MID-SOUTH	LITTLE ROCK AR P&DC	045131
WESTERN	MID-SOUTH	MOBILE AL P&DC	015602
WESTERN	MID-SOUTH	MONTGOMERY AL P&DC	015631
WESTERN	MID-SOUTH	SHREVEPORT LA P&DC	217957
WESTERN	MID-SOUTH	SPRINGFIELD IL P&DC	167417
WESTERN	MID-SOUTH	SPRINGFIELD P&DC	287535
WESTERN	MID-SOUTH	ST LOUIS METRO ANNEX	287151
WESTERN	MID-SOUTH	ST LOUIS MO P&DC	287142
WESTERN	MID-SOUTH	WATERLOO P&DF	189354
WESTERN	MIDWEST	BILLINGS P&DC	290772
WESTERN	MIDWEST	BISMARCK P&DF	370950
WESTERN	MIDWEST	BOISE ID P&DC	150926
WESTERN	MIDWEST	DENVER CO P&DC	072359
WESTERN	MIDWEST	GDJ-FORESIGHT CARRIER ANX	073836
WESTERN	MIDWEST	GRAND FORKS MPF	373807
WESTERN	MIDWEST	GREAT FALLS P&DF	293633
WESTERN	MIDWEST	LAS VEGAS MPA	314882
WESTERN	MIDWEST	LAS VEGAS NV P&DC	314881
WESTERN	MIDWEST	MINNEAPOLIS MN P&DC	266362
WESTERN	MIDWEST	MISSOULA MPF	295795
WESTERN	MIDWEST	OMAHA NE P&DC	306646
WESTERN	MIDWEST	PROVO P&DC	497173
WESTERN	MIDWEST	RAPID CITY MPF	467145
WESTERN	MIDWEST	RENO NV P&DC	317282
WESTERN	MIDWEST	SAINT PAUL MN P&DC	268361
WESTERN	MIDWEST	SALT LAKE CITY ASF	497795
WESTERN	MIDWEST	SIOUX FALLS SD P&DC	467860
WESTERN	MIDWEST	WICHITA KS P&DC	199714
WESTERN	PACIFIC NORTHWEST	ANCHORAGE AK P&DC	020313
WESTERN	PACIFIC NORTHWEST	ANCHORAGE AMF	020317
WESTERN	PACIFIC NORTHWEST	EUGENE OR P&DC	402850
WESTERN	PACIFIC NORTHWEST	FRESNO CA P&DC	052888
WESTERN	PACIFIC NORTHWEST	PORTLAND OR P&DC	406785
WESTERN	PACIFIC NORTHWEST	REDDING CA MPF	056352

WESTERN	PACIFIC NORTHWEST	SACRAMENTO CA P&DC	056679
WESTERN	PACIFIC NORTHWEST	SAN FRANCISCO CA P&DC	056789
WESTERN	PACIFIC NORTHWEST	SAN JOSE CA P&DC	056835
WESTERN	PACIFIC NORTHWEST	SEATTLE PRIORITY MAIL ANX	547649
WESTERN	PACIFIC NORTHWEST	SEATTLE WA P&DC	547618
WESTERN	PACIFIC NORTHWEST	SPOKANE WA P&DC	548054
WESTERN	PACIFIC NORTHWEST	YAKIMA MPF	549435
WESTERN	SOUTHERN CALIFORNIA	ANAHEIM CA P&DC	050224
WESTERN	SOUTHERN CALIFORNIA	BAKERSFIELD CA P&DC	050464
WESTERN	SOUTHERN CALIFORNIA	INDUSTRY CA P&DC	050109
WESTERN	SOUTHERN CALIFORNIA	LOS ANGELES CA P&DC	054531
WESTERN	SOUTHERN CALIFORNIA	MARGARET SELLERS CA P&DC	056770
WESTERN	SOUTHERN CALIFORNIA	MORENO VALLEY CA P&DC	055157
WESTERN	SOUTHERN CALIFORNIA	SAN BERNARDINO CA P&DC	056745
WESTERN	SOUTHERN CALIFORNIA	SANTA ANA CA P&DC	056937
WESTERN	SOUTHERN CALIFORNIA	SANTA CLARITA CA P&DC	058101
WESTERN	SOUTHERN CALIFORNIA PROCE	VAN NUYS FSS MAIL PROCESSING ANX	058105
WESTERN	SOUTHWEST	ABILENE P&DF	480014
WESTERN	SOUTHWEST	ALBUQUERQUE NM ASF	340118
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WESTERN	SOUTHWEST	AMARILLO TX P&DC	480230
WESTERN	SOUTHWEST	AUSTIN TX P&DC	480421
WESTERN	SOUTHWEST	FT WORTH TX P&DC	483221
WESTERN	SOUTHWEST	MCALEN TX P&DC	485454
WESTERN	SOUTHWEST	MIDLAND TX P&DC	485917
WESTERN	SOUTHWEST	N HOUSTON TX P&DC	484143
WESTERN	SOUTHWEST	NORTH TEXAS TX P&DC	482273
WESTERN	SOUTHWEST	OKLAHOMA CITY OK P&DC	396139
WESTERN	SOUTHWEST	PHOENIX AZ P&DC	036365
WESTERN	SOUTHWEST	SAN ANTONIO TX P&DC	487981
WESTERN	SOUTHWEST	TUCSON AZ P&DC	038881
WESTERN	SOUTHWEST	TULSA OK P&DC	398350
WESTERN	SOUTHWEST	WEST VALLEY AZ P&DC	036370
WESTERN	WESTSHORE	BUSSE IL P&DC	161128
WESTERN	WESTSHORE	CAROL STREAM IL P&DC	161275
WESTERN	WESTSHORE	CHICAGO IL P&DC	161547
WESTERN	WESTSHORE	GREEN BAY WI P&DC	563402
WESTERN	WESTSHORE	MADISON WI P&DC	564981
WESTERN	WESTSHORE	MILW PRIORITY ANNEX	565470
WESTERN	WESTSHORE	MILWAUKEE WI P&DC	565481
WESTERN	WESTSHORE	OSHKOSH P&DF	566285
WESTERN	WESTSHORE	PALATINE IL P&DC	166027
HQ	HQ - ISC	MIAMI INTL SVC CTR	115855
HQ	HQ - NDC	ATLANTA NDC	120439
HQ	HQ - NDC	CHICAGO NDC	161541
HQ	HQ - NDC	CINCINNATI NDC	381604
HQ	HQ - NDC	DENVER NDC	072357
HQ	HQ - NDC	DES MOINES NDC	182413
HQ	HQ - NDC	DETROIT NDC	252491

HQ	HQ - NDC	GREENSBORO NDC	363193
HQ	HQ - NDC	JACKSONVILLE NDC	114381
HQ	HQ - NDC	KCKS NDC	194654
HQ	HQ - NDC	LOS ANGELES NDC	054529
HQ	HQ - NDC	MEMPHIS NDC	475665
HQ	HQ - NDC	MINN-SAINT PAUL NDC	266361
HQ	HQ - NDC	NEW JERSEY NDC	333869
HQ	HQ - NDC	PHILADELPHIA NDC	416545
HQ	HQ - NDC	PITTSBURGH NDC	416607
HQ	HQ - NDC	SEATTLE NDC	547617
HQ	HQ - NDC	SPRINGFIELD NDC	247822
HQ	HQ - NDC	ST LOUIS NDC	287141
HQ	HQ - NDC	WASHINGTON NDC	237482
EASTERN	CHESAPEAKE	BALT INC MAIL MD P&DC	230387
EASTERN	CHESAPEAKE	BALTIMORE MD P&DC	230379
EASTERN	CHESAPEAKE	DELAWARE DE P&DC	096821
EASTERN	CHESAPEAKE	HARRISBURG PA P&DC	413485
EASTERN	CHESAPEAKE	LANCASTER PA P&DC	414409
EASTERN	CHESAPEAKE	LEHIGH VALLEY PA P&DC	414583
EASTERN	CHESAPEAKE	NORTHERN VA P&DC	516541
EASTERN	CHESAPEAKE	PHILADELPHIA PA P&DC	417965
EASTERN	CHESAPEAKE	SOUTHERN MD CAPITAL B	237484
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EASTERN	COASTAL SOUTHEAST	DMDU CANTANO ANNEX	428459
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EASTERN	NEW YORK METRO	QUEENS NY P&DC	356886
EASTERN	NEW YORK METRO	DVD BLDG NJ P&DC	335980

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