

Mr. Steven G. Raymer  
Director, Maintenance Division  
American Postal Workers Union, AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4128

RE: Q06T-4Q-C 10327547  
APWU HQTT2010-0542  
Class Action  
Washington, DC 20260-9998

Dear Steve:

Recently, we met to discuss the above captioned grievance at the fourth step of our contractual grievance procedure.

The APWU initiated this national dispute upon referral of regional case C06T-4C-C 09100604.

The issue in this dispute is whether the national award of Arbitrator Shyam Das in case Q94T-4Q-C 97040815 (regarding MMO 28-97) as well as the issuance of the Work Hour Estimator Program (WHEP) made null and void all parts of MMO 28-97, including Section 5 which addressed Custodial Staffing?

After reviewing this matter the parties mutually agree that case national case Q94T-4Q-C 97040815 did not address Section 5 of the MMO 28-97. Further, the parties' mutually agree that the issuance of the WHEP did not alter or amend the parties' agreement on custodial absences. The following language from MMO-028-97 is unchanged by the award and has not been superseded:

Absences not covered by relief from the main office will be covered by the following:

- a) In offices with multiple custodial positions, the staff that is present can work additional hours, either extra hours for PTRs or overtime for FTRs.
- b) In offices with single custodial positions, custodial duties may be performed by non-custodial personnel: Mechanics, PT Flexible Clerks, PT Carriers, etc. This is also the procedure to be used in associate offices to compensate for custodial absences.

Normally work performed in item b) would be assigned first to available APWU represented personnel.

The above referenced regional case is returned to the field for resolution, including arbitration if necessary, in accordance with the above.

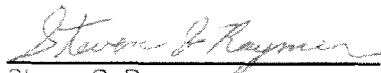
Please sign and return the enclosed copy of this decision as your acknowledgment of agreement.

Time limits at Step 4 were extended by mutual consent.

Sincerely,



Terry C. LeFevre  
Labor Relations Specialist  
Contract Administration



Steven G. Raymer  
Director, Maintenance Division  
American Postal Workers Union, AFL-CIO

Date: April 25, 2012