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

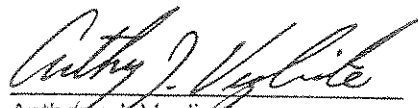
Re: Article 12 - Boston

Recognizing the conflicts between Article 12 of the collective bargaining agreement and the rights of preference eligible employees under the Veterans Preference Act, the American Postal Workers Union, AFL-CIO, and the U.S. Postal Service agree to the following procedures for placement of excess preference eligibles in the Boston, Massachusetts, complement reduction:

1. All level 6, senior qualified, clerical craft vacancies that exist in the Boston installation will be offered to all level 6, preference eligible employees for voluntary selection. The level 6 employee must meet the minimum qualifications and the selection process is by seniority.
2. If the aforementioned voluntary process does not place a sufficient number of level 6, clerk craft employees and retain preference eligible, level 6 employees at their current level, who would be exposed to excessing, the following will be the next step in the process. All level 6, clerk craft employees (preference eligible and non-preference eligible) will be permitted to bid for any clerk craft vacancies (in the same or lower level) and if successful bidders, will be afforded retreat rights and saved grade pursuant to the provisions of Article 4.
3. After the application of 1 and 2 above, any level 6, preference eligible employee may be reassigned as an unassigned regular and will be permitted to relinquish their level 6 assignment. Any employee who became an unassigned regular and subsequently bid on a lower level position will be afforded saved grade pursuant to Article 4.
4. If after completion of 1, 2, and 3 above, there remain preference eligible employees among the number of junior level 6 employees targeted for reduction, junior preference eligible employees will be passed over, if reached on the seniority list, for the purposes of this reassignment. Employees who are affected by this paragraph and reassigned will be afforded retreat rights and saved grade pursuant to Article 4.



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