

# National Association of Letter Carriers

NALC BRANCH 214

William H. Young, President

August 29, 2008

Attention: Branch Presidents, Officers and Shop Stewards

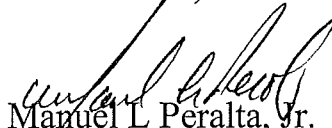
Subject: Transitional Employee MOU

Attached is a Memorandum of Agreement between the NALC & USPS dated 8-27-08 (M-1692). The memo allows the Postal Service, effective 8-27-08, to give TEs hired between 9-11-07 & 2-28-08 their 5 day break in service prior to the end of their 360 day appointment, but requires the Postal Service to then reappoint such TEs immediately after the 5 day break to an additional 360 day appointment.

As indicated in the memo, the agreement does not affect the TE's ability to qualify for health benefits. Additionally, the input of the affected TEs must be considered regarding the 5 day period selected.

This is being distributed to you so that you are aware of the agreement.

In Unionism,

  
Manuel L. Peralta, Jr.  
National Business Agent  
NALC Region #1

cc:

**Manuel L. Peralta Jr.**

National Business Agent

NALC Region 1

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Union Network International

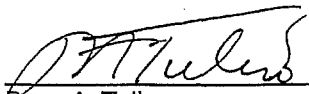
**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL ASSOCIATION OF LETTER CARRIERS**

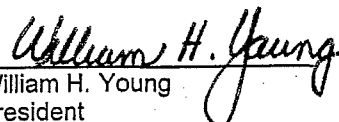
Re: Five-Day Break in Service for Transitional Employees

The National Association of Letter Carriers, AFL-CIO (NALC) and the United States Postal Service understand and appreciate the importance of providing efficient and cost-effective service to our customers. The parties also recognize that the majority of NALC transitional employees were hired shortly after ratification of the 2006 National Agreement (September 11, 2007) and that required five-day service breaks (a five-day period not including separation and rehire dates) will occur within a short period of time. In order to provide a more orderly and efficient employment process, the parties agree to provide for staggered transitional employee reappointment dates as follows:

- This agreement applies solely to transitional employees with appointments beginning between September 11, 2007, and February 28, 2008, and who were appointed for 360 days.
- Such transitional employees may be given their five-day break in service prior to the end of their current 360-day appointment provided they are reappointed and employed as an NALC transitional employee after the five-day break for an additional 360-day appointment.
- Management will consider input from affected transitional employees concerning the break period selected.
- This agreement does not alter or impact transitional employee separations initiated pursuant to the provisions of the Memorandum of Understanding, Re: Transitional Employees - Additional Provisions.
- The parties recognize that to qualify for Federal Employees Health Benefits, Transitional Employees must first have completed one full year (365 days) of current continuous employment, disregarding breaks of five days or less, regardless of when the five-day break occurs. The parties agree that application of this agreement may not jeopardize transitional employees' ability to qualify for Health Benefits.

This agreement is without prejudice to the position of either party in this or any other matter and may be cited only for purposes of enforcing its terms.

  
Doug A. Tulino  
Vice President  
Labor Relations  
U.S. Postal Service

  
William H. Young  
President  
National Association of  
Letter Carriers, (AFL-CIO)

August 27, 2008