

Excessing Options

- ⇒ Employees Excessed (Affected)
- ⇒ Volunteer in Lieu Of
- ⇒ Revert to PTR or PTF
- ⇒ Transfer Memo
 - Affected
 - Non Affected



William E Sullivan
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Excessing Options

- Dislocation & Inconvenience Kept to a Minimum
- Union Notification:
 - 6 months whenever possible
 - Area Meetings no less than 90 days prior to reassignment
 - No less than 60 days advance notice to excessed employees
- Excessed Employee Determined By:
 - Craft
 - Level
 - Status
- All Employees meet Minimum Qualifications:
 - Mail Handler
 - Carrier
 - Custodian
- Withheld Positions Within Installations:
 - MVO must meet Minimum Qualifications
 - All Crafts—Same & Lower Level
 -



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Within the Installation
Excessed Across Craft Lines:

- . Begin new period of Seniority
 - . Full time Regular
 - . Saved Grade
- . Select Residual by Seniority
- . ***Must return*** to Clerk Craft
 - . Question 131
 - . Seniority augmented
 - . No Volunteer in lieu of
- . Meet Minimum Qualifications

Different Installation

- . Withhold Positions, Same or Lower Level
- . APWU Crafts ~ if needed
 - . Up to 100 miles
 - . After consultation, the number of miles is....



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Different Installation Excessed to Clerk Craft

- Full Time Regular Position
Selected by Seniority
- Hours and days off
- Retreat Rights Employee Option
 - To lower/higher levels
- Relocation expenses *beyond* 50
Miles



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Volunteer in Lieu of
By Non affected Employee

- . Affected Installation Different Craft:

NOT ALLOWED



- . Different Installation Clerk Craft:

- . **NO RETREAT RIGHTS**



- . Different Craft: **NO RETREAT RIGHTS**



Different Installation Excessed Across Craft Lines

- . Begin new period of Seniority
 - . Saved grade
 - . Seniority Augmented
 - . Volunteer in Lieu of
 - . Select Hours & Days off
 - . Excessed FTR Regular have option to Return—Retreat Rights
 - . Meet Minimum Qualifications



Transfer to Minimize Excessing



- **ELIGIBLE:**
- All APWU Employees
- Within affected craft & Installation
- Affected & Non-affected employees included
- Transfer by e-reassign or letter to Installation Head
- All due to impending excessing



Pros

- ◇ Preferred listing for applicants
- ◇ Placed on e-reassign by date initiated
- ◇ Ratios not applicable to affected employees
- ◇ Lock-ins (12 or 18 months) waived for affected employees

Cons

- ◇ Begin a new period of seniority
 - ◇ PTF or FTR depending on size of office
 - ◇ First selection will be same craft transfer before cross craft transfer
 - ◇ No priority to Non APWU craft
- *Cross Craft transfers CBA applicable**

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Transfer to Minimize Excessing

Pros

- ◇ Not considered
 - Work Record
 - Attendance
 - Safety Record
- ◇ Craft lock-ins not applicable to affected employees
- ◇ No holds on transfers
- ◇ Selection made by Seniority
 - Craft seniority at losing installation
 - Tie-breaker= total career
- ◇ May decline prior to date
- ◇ Must meet minimum qualifications
- ◇ Affected employees select transfer date
- ◇ May transfer prior to excessing date

Cons

- ◇ Non affected crafts no priority transfer
- ◇ May not apply to offices under excessing
- ◇ List of vacancies not provided in advance
- ◇ Duplicate transfers in same craft & not permitted
- ◇ No changes in notification of Article 12 to Union
- ◇ Vacancies under withholding not eligible for transfer



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