

**SETTLEMENT AGREEMENT
AMERICAN POSTAL WORKERS UNION
AND
UNITED STATES POSTAL SERVICE**

In the matter of:

Class Action (Grievant) EIN: _____

City San Antonio Issue: PSE Opting

GATS #: G11C-1G-C 11384184 Union #: SAR09262011

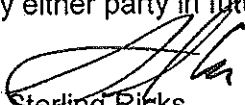
The parties have mutually agreed to full settlement of the referenced grievance as follows:

Clerk Craft Function 1 PSE Opting

1. PSEs will have the opportunity to opt into the vacant and residual positions based on their standing on the applicable PSE roll (pg 174 F. Opting). Polling will be done as a joint effort between the USPS and the APWU in accordance with the following:
 2. After each clerk award posting management will offer the "no successful bids" (residuals) to unencumbered (CBA Article 37.4). Upon completion of the unencumbered polling the residual and vacant positions will be offered to Qualified Postal Support Employee (PSE) for opting.
 3. It is understood that PSEs in opted positions does not create any work hour or assignment guarantees. However, it is agreed that the PSE will be scheduled to work between the hours of the opted position and the scheduled days off will be that of the opted position.
 4. It s understood that in the event that a duty assignment becomes vacant between position postings management is under no obligation to poll PSEs until the next position award as stated in #2 of this agreement.
 5. In the event that an opted vacant duty assignment is reverted or a residual is filled by a FTR the PSE will be reevaluated and placed where needed by management. There will be no re-polling until the next award posting (ref. #2 of this agreemen).
- 2011-2015 Tentative Agreement (ratified and corrected).

It is agreed that the above pre-arbitration settlement agreement is reached on a non-precedential, non-citable basis; it does not constitute a waiver of either party's position on similar cases. It is not to be cited or referenced by either party in future cases which may arise.

Donna Dunker 
Management Representative


Sterling Ricks
APWU Representative

12-9-11
Date

12/9/11
Date