

STEP 1 DESIGNEE
KAUKAUNA WI



July 31st, 2023

MEMORANDUM FOR: Tim Skelton
American Postal Workers Union
Oshkosh WI Area Local

SUBJECT: STEP ONE SETTLEMENT

LOCAL CASE NO: JK-07312023
GATS #:
GRIEVANT: Class Action

The above grievance was discussed with you and/or your representative at Step One of the grievance procedure in accordance with the provisions of Article 15 of the National Agreement. As a final and complete settlement of the subject grievance and without prejudice to the position of either party in this or any other case, the following has been entered into by the parties.

In a sole effort to resolve this grievance at step 1 of the grievance procedure, the parties have entered into the following **BINDING** settlement.

The Parties agree that the subcontracting cleaning services MOU states "cleaning services may be utilized" the undersigned parties agree that it does not say "Must" be used. The parties recognize the Bona Fide need to have a clean facility on a daily basis for the safety and health of the employees. To that end and in order to address the filthy conditions in Kaukauna WI that are left on a daily basis by the contract cleaner, the parties now agree that Kaukauna WI will have a building Maintenance custodian. Staffing will be determined by using the MS-47/TL5 and MS-1

The parties also agree that the Building Maintenance Custodian will also clean Kaukaunas RMPOS.

The parties agree that to stay consistent with the MS/47/TL5 agreement, both parties agree that Kaukauna WI is a 6 day a week and a two tour operation in regards to custodial cleaning. The parties agree that to reflect the change in the number of tours Kaukauna WI has that the PS forms 4852, 4839 and 4869 must be changed in acknowledgement of this settlement. The parties also agree that when determining the staffing for the additional tour, the staffing will stay consistent with the guidelines set forth by the MS47/TL5 handbook.

The parties also agree that the MAX frequencies will be used for every Task work loaded into the Building Maintenance custodial staffing package that's allowed per the MS47/TL5.

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The parties agree that within 7 days from the signing of this settlement management will follow all guidelines when developing a Building Maintenance Custodian staffing package. This includes but is not limited to having the union present when Kaukauna is measured to develop the staffing package.

Further more BOTH parties agree that there will be 90 days given from the signing of this settlement to implement the Building Maintenance custodial staffing package. Should after 90 days from the signing of this settlement the USPS still does not have this settlement implemented, the USPS will pay a monetary remedy of the number of hours missed per week according the PS4852. Implementation meaning the Staffing package given to the union, the job posted, and the job filled (meaning an employee in the job)

The Parties FULLY agree the intent of the settlement is to POST and FILL a Building Maintenance custodial position. The parties also FULLY agree that as a result of Kaukauna being a two tour cleaning operation in accordance with the MS-47/tl 5 that the result will be an additional PTR custodian because of the two tour operation. Simply because its not practicable for the building maintenance custodian to clean two tours spread out over 12 hours and perform his or hers MS-1 duties as well.

The parties also FULLY agree that settlements reached at ANY stage of the grievance/ arbitration procedure are final and binding. As such Compliance to this settlement is mandatory.

To that end this binding settlement represents the complete and final resolution of the subject grievance and renders same closed.



Dean Jackson
Step One Designee
UNITED STATES POSTAL SERVICE
MILWAUKEE DIVISION



Jon Kelley
APWU Step One Designee

STEP 1 DESIGNEE
KAUKAUNA WI



July 31st, 2023

MEMO:

Management agrees Jon Kelley is the certified APWU steward management called to handle case JK-07312023.

Dean Jackson 7/31/23

Dean Jackson
Step One Designee
UNITED STATES POSTAL SERVICE
MILWAUKEE DIVISION

Jon Kelley 7-31-23

Jon Kelley
APWU Step One Designee