



August 16th, 2023

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

SUBJECT: STEP ONE SETTLEMENT

LOCAL CASE NO: JK-08152023
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.

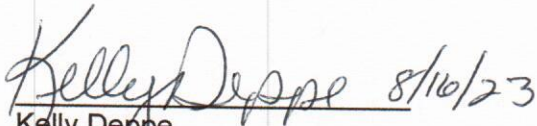
In a letter dated to the field dated July 16, 2023 Katherine Attridge (Vice President of Labor Relations) Stated in part "Settlements reached at any stage of the grievance- arbitration procedure are final and binding. As such, compliance with grievance settlements is MANDATORY". With that maxim in mind both of the undersigned parties understand this.

The parties agree that the current staffing at the Oshkosh Carrier Annex will be shifted back to the Oshkosh P&DC. Meaning that the PS4852 (Oshkosh Annex custodial staffing) will simply now fall under the Maintenance manager. This is the way it once was, both parties agree that its more efficient and easier to maintain. So in short the SMO and the maintenance manager will now schedule the custodians for the annex from the plant as they will now be under the maintenance manager not the postmaster. The Postmaster, the undersigned management step 1 designee as well as the union fully agree on this change. The parties also agree that the staffing levels will be maintained for the annex per the settlement the union signed with Jennifer Loomis dated March 2, 2021. That settlement stated that the annex was a 7 day a week , two tour operation. Further more the parties agree its necessary that max frequencies will be used for each and every cleaning task that's allowed in the MS/47/TL5 for the plant and to ensure the same applies for the annex. This is recognized as a bona fide need for the safety and health of the employees. Also the parties agree that the two BEM's in Oshkosh WI will maintain and support the Oshkosh Carrier annex and will do the work under LDC 37 through ATTRITION.

Since the Oshkosh SMO just so happens to be working on the Oshkosh Plant PS4852 this change should be very easy to make. Both of the undersigned parties agree a new staffing package for the plant will be given to the union within 7 days from the signing of this settlement for review. Furthermore both parties agree that the Oshkosh Annex custodial staffing will be shifted back under

the Maintenance manager within 7 days from the signing of this settlement. Both parties agree that the implementation date for all of the above will be 30 days from the signing of this settlement. There will be no monetary lump sum pay out as a result of this settlement. Both parties agree to the terms of the settlement in full. Further more and of equally importance it shall be noted per article 17 of the grievance procedure Jon Kelley is the certified steward for the Oshkosh Plant and the Oshkosh Carrier Annex.

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

 8/16/23

Kelly Deppe
Step One Designee
UNITED STATES POSTAL SERVICE
MILWAUKEE DIVISION

 8-16-23

Jon Kelley
APWU Step One Designee

STEP ONE DESIGNEE
OSHKOSH WI



August 18th, 2023

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

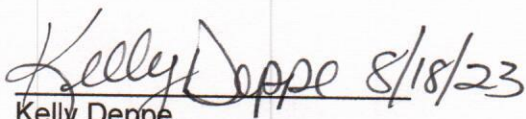
SUBJECT: Addendum/Clarification for settlement JK-08152023

LOCAL CASE NO: JK-08152023
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. A settlement was made dated 8-16-2023 regarding case number JK-08152023. The Parties that max frequencies must be used in the plant and Oshkosh Carrier annex means as follows.

MAX frequencies simply means that each task listed on the PS4852A (lines 1-21) will be at the max allowed frequency range for each item in accordance with the MS47/TL5 for the Oshkosh Annex and the Oshkosh Main Plant . Further more Both parties agree the MAX frequencies will be used for every item listed on the PS 4852B (Line NO. 28-61) that's allowed for the frequency range in accordance with the MS47/TL5.

To that end this Addendum/Clarification shall suffice to define MAX frequencies in settlement JK-08152023 that was signed on 8-16-2023 between the undersigned parties.

 8/18/23

Kelly Deppe
Step One Designee
UNITED STATES POSTAL SERVICE
MILWAUKEE DIVISION

 8-18-23

Jon Kelley
APWU Step One Designee