

## **Contract provisions of Mutual Transfers**

First of all, there are ethics regulations concerning mutual transfers:

### 667.13 Paying for Exchange of Positions

It is unlawful for employees to give or receive payment, directly or indirectly, to affect an exchange

of position in the same or different postal units, or any place in the public service.

This offense is punishable by fine and imprisonment and disqualification from holding any office in the federal government.

These articles show the rules of a mutual transfer between regular rural carriers according to the contract.

Article 12.5.A.3 deals with mutual transfers between regular rural carriers.

12.5.A.3. Regular rural carriers of different post offices may affect a mutual exchange of offices, provided all rural carriers and installation heads involved have signed the Mutual Exchange Request Form. Once the form is signed, the mutual exchange will be considered final and binding and can only be canceled if all parties agree. If such an exchange occurs, each rural carrier will be assigned to the residual vacancy at the office to which reassigned in accordance with Article 12.3.A.1.d.

The term mutual transfer leads one to think you are trading places with another rural carrier in a different office. Actually, this is not exactly the case. You are in fact trading offices with each other, but you are not trading exact routes.

Remember the last sentence from the paragraph above..

If such an exchange occurs, each rural carrier will be assigned to the residual vacancy at the office to which reassigned in accordance with Article 12.3.A.1.d.

12.3.A.d. When rural carriers of different post offices agree upon a mutual exchange of offices and if all installation heads involved approve, the position currently occupied and to be vacated by each rural carrier will be posted for bid within each of the respective offices. In any such posting of routes, any carrier having retreat rights shall be given the opportunity to bid.

### Article 12 Section 2. Rural Carrier Seniority

In addition to the provisions listed below, rural carriers are covered by the seniority provisions in Section 1007 of the Postal Reorganization Act, which are intended to prevail.

#### A. Accruing Seniority

Rural carrier seniority begins to accrue with appointment

as a regular rural carrier and continues to accrue while service is uninterrupted in the same post office.

#### 12.2.C.3 & 4 Relative Seniority Upon Reassignment

3. Whenever a rural carrier voluntarily transfers to a rural carrier position in another post office, such as a mutual exchange or as the result of applying for a rural carrier vacancy, such carrier begins a new period of seniority in the new office. Such employee has no retreat rights or seniority protection.

4. When a rural vacancy is filled by voluntary transfer of a rural carrier in accordance with Article 12.3.E.1, seniority for filling the position will be determined on the basis of total service as a regular rural carrier.

#### 12.3.c.2 deals with Awarding a Vacant Route

2. The following shall be the order of consideration in the filling of a vacancy:

- a. All regular rural carriers included in Section 1 above based on the seniority of the carrier.
- b. The residual vacancy shall be awarded to a regular rural carrier who has been approved for a mutual exchange at the office in accordance with Article 12.5.A.3. However, mutual exchanges may not be approved in an office to which a rural carrier has retreat rights or to an office that has excess rural carriers.

### Section 3. Rural Carrier Posting

#### A. Posting Requirements

1. Posting of a regular route is required as follows:

d. When rural carriers of different post offices agree upon a mutual exchange of offices and if all installation heads involved approve, the position currently occupied and to be vacated by each rural carrier will be posted for bid within each of the respective offices. In any such posting of routes, any carrier having retreat rights shall be given the opportunity to bid.

#### Article 9.2.M. Training Pay

5. When a voluntary reassignment of a regular rural carrier occurs outside the delivery unit, the regular carrier shall be scheduled for one (1) day of on-the-clock familiarization training on the new route. Such training should conform to the requirements of Handbook EL-701A, New Employee Training for Non-maintenance Employees.

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