

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

**Re: Pilot – Tractor Trailer Operator and Postal Vehicle Operator Position – Expansion –  
Lansing, Michigan**

The parties agree to expand piloting the establishment of the career bargaining unit position titled, Postal Vehicle Operator (PVO), Level 6. The parties have agreed to the job description and qualification standards for the PVO position that will be in effect during the pilot and any additional sites where this concept is determined to be feasible for expansion. The parties have also agreed to include Tractor Trailer Operator (TTO) Level 8 assignments into this Pilot.

The PVO position is intended to assign the Motor Vehicle Service (MVS) Craft to perform the transportation of bulk quantities of mail without driving a vehicle that requires a Commercial Driver's License (CDL). All other work rules remain in effect, including the prohibitions of supervisors performing bargaining unit work consistent with Article 1.6.b. except where explicitly changed by this agreement. The following provisions will apply to the pilot:

1. The positions will be established in the Lansing, Michigan area, which is currently designated as a non-Postal Vehicle Service (PVS) site.
2. The Postal Service will establish and fill a minimum of 12 Tractor Trailer Operator (TTO) positions; and 8 PVO positions, consisting of 60% Full Time Regular (FTR) and 40% Part Time Flexible (PTF) in the Lansing, Michigan area. For the FTR positions, the rounding up rule of .5 will apply. After six (6) months, the parties will review the FTR/PTF ratio to ensure those ratios are proper for the work being performed.
3. The PVO positions will be posted internally according to Article 39 for non-CDL APWU career employees to bid. The senior internal bidders will be placed in a "pending qualification" status until the employees have been certified by the Driver Safety Instructor. These career PVO positions will also be posted externally, during which non-career employees may apply.
4. Employees holding full-time TTO and PVO positions will initially be considered unassigned regular employees and will be assigned schedules in accordance with Article 39. Full time unassigned regular employees assume, as their regular work schedule, the hours worked in the first week of the pay period in which the change to unassigned regular occurred. The posting of the TTO and PVO bid duty assignments will occur 90 days from implementation of PVS services.
5. The PTF to FTR ratios will be maintained throughout the Pilot, additional conversions to Full Time Flexible (FTF) will be according to the Maximization/ Full Time Flexible MOU.
6. Full-time TTO and PVO duty assignments will be as follows:
  - Normally eight (8) hours within nine (9) hours; and,
  - A workday of eight (8) hours within ten (10) hours may be appropriate when eight-hour schedules contain report to a dispatcher time or idle time or where an additional trip is not possible due to time restraints in the middle or nearing the end of tour.

7. Employees holding a PTF TTO and PVO positions will be guaranteed a minimum work schedule of 24 hours per service week.
8. Within 30 days of the initiation the Pilot, the Postal Service will solicit volunteers, and will make available the required training to obtain a CDL for interested PVO employees who volunteer to be trained. A copy of the solicitation, and the PVO training records will be maintained for the Union to review.
9. Following successful completion of the CDL training and receipt of a CDL, employees holding PVO positions will be considered qualified to bid for available Motor Vehicle Operator (MVO) and/or Tractor Trailer Operator (TTO) positions. The assignments shall be posted and awarded in accordance with the provisions of Article 39 of the Collective Bargaining Agreement.
10. During the pilot, there will be a one (1) year lock-in period for PVOs who were provided CDL training by the Postal Service, for placement in the MVO or TTO position, during which the following restrictions will apply:
  - employee must remain in the MVS Craft;
  - employee must remain in the Lansing, Michigan, installation, and;
  - employee is restricted from bidding to a lower-level position.

The Pilot expansion associated with this agreement will run for six months after the pilot is fully implemented, unless it is mutually agreed to extend. The national parties will meet monthly and exchange data and review results of the Pilot, to include the possibility of the percentages of PTF employees where it is economically and operationally feasible. The national parties agree to review the effectiveness of the training program including the retention of MVOs trained as TTOs and make adjustments, if necessary.

Modifications made to work rules as stated in this MOU will not be citable in any future proceedings. An Alternative Dispute Resolution Process will be established at the National Level for the handling of any alleged violations of this Pilot MOU.



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