

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

Re: Extension - COVID-19 Test Kit Fulfillment Pilot

The parties agree to extend the COVID-19 Test Kit Fulfillment Pilot as follows:

1. The Postal Service will continue fulfillment centers in each of the locations on the attached table, to include workspace for kitting (i.e., packing) and labeling packages of at-home COVID-19 test kits. For purposes of the pilot, the kitting and labeling of the test kit packages will be performed by APWU-clerk bargaining unit employees in accordance with Article 1 and Article 7.1.B.7.b of the CBA and is considered "new work".
2. For the duration of the pilot, the parties agree to extend the exception period for the hiring and continued employment of Postal Support Employees (PSEs) in excess of the 20% district cap in the locations set forth in the attached table. The Postal Service will be permitted to retain or rehire by relative standing PSEs who were let go due to lack of work (i.e., PSEs hired for reasons unrelated to COVID-19) above the district cap and/or hire additional PSEs up to the amount set forth in the table for each location for the duration of the pilot. PSEs who decline to be rehired under to this MOU, will retain their relative standing and reappointment rights in accordance with Article 7 and the National Agreement.
3. Non-COVID related PSEs maintained above the caps in the locations on the attached table may be used in other operations at the PSA or Annex or the facility that the PSA or Annex is subordinate unit to. If used for performing the work of the pilot (i.e., the processing and fulfillment of at-home COVID-19 test kits), Operation numbers 562, 563, and 564 are designated for the pilot and all employees assigned to the pilot will utilize these operation numbers when performing this work.
4. The USPS will supply the Union at the installation level with a list of all PSEs designated for performing work in the COVID-19 Test Kit Fulfillment Pilot.
5. All non-COVID related PSEs maintained above the district caps in the locations on the attached table will not be scheduled to work after the conclusion of the pilot and will be separated no later than the first full pay period following the conclusion of the pilot unless retained in accordance with the National Agreement. All separations of PSEs in accordance with this MOU will be done pursuant to the National Agreement, including separation by inverse relative standing on the appropriate PSE roll.
6. The hiring of COVID-related PSEs is covered in the MOU: *Re: Temporary Exception Period—Clerk Craft Function 1 & Function 4—COVID-19*.
7. There will be a daily inventory control for the COVID-29 test kits.¹

¹ In those bid clusters that include Bulk Mail Entry (BME) Technicians, one or more BME Technicians from the Bulk Mail Entry Unit (BMEU) in the same bid cluster to the annex on the attached table will be utilized to perform inventory control for the COVID-19 test kits. Such test kits will not be considered accountable mail. Assignment of the BME Tech(s) to complete the inventory control will be offered to volunteers first and selected based on seniority. If there are no volunteers, the assignment will be made by juniority. In those bid clusters without BMEUs, BME Technicians from the local commuting area will be offered the opportunity to volunteer and selected based on seniority. As appropriate, travel time and mileage will be provided in accordance with the applicable provisions of Section 438 of the Employee and Labor Relations Manual and Chapter 7 of Handbook F-15. Out-of-schedule premium will be paid for hours worked outside an employee's normal schedule.

8. Full-time career clerks assigned or detailed to PSAs or Annexes designated as part of this pilot and who are on the Overtime Desire List will be afforded maximum overtime opportunities (up to 12 hours/day and 60 hours in a service week) for the duration of the pilot.
9. The COVID-19 Test Kit Fulfillment Pilot PSE Retention Lists MOU and COVID-19 Test Kit Fulfillment Pilot Union Representation MOU are still applicable.
10. The pilot will be extended to May 27, 2022, unless extended by mutual agreement. The Postal Service reserves the right to terminate the pilot prior to the conclusion of the extension period.

The parties agree to further discussion on issues concerning this new work pilot as it evolves. This MOU will not be cited in any future arbitration except to enforce its terms.



Thomas Blum
Vice President, Labor Relations (A)
United States Postal Service



Mark Dimondstein
President
American Postal Workers Union, AFL-CIO

Date: March 25, 2022

PSE to Remain On-Rolls at Fulfillment Facilities (3/25/2022)

Region	Division	Parent Facility Name	Fulfillment Facility	PSEs
EASTERN	SOUTHEAST	ATLANTA NDC	Atlanta GA NDC PSA	10
EASTERN	SOUTHEAST	ATLANTA NDC	Atlanta GA NDC PSA	24
EASTERN	CHESAPEAKE	BALTIMORE MD P&DC	Baltimore MD PSA	12
EASTERN	GULF ATLANTIC	BIRMINGHAM AL P&DC	Birmingham AL PSA	10
EASTERN	NEW ENGLAND	BOSTON MA P&DC	Boston MA PSA	13
EASTERN	NEW ENGLAND	BOSTON MA P&DC	Boston MA PSA	23
WESTERN	WESTSHORES	BUSSE IL P&DC	Chicago IL PSA	16
WESTERN	LAKESHORES	CINCINNATI NDC	Cincinnati OH PSA	22
WESTERN	LAKESHORES	CLEVELAND OH P&DC	Cleveland OH PSA	52
EASTERN	SOUTHWEST	DALLAS NDC	Dallas TX NDC PSA	45
WESTERN	WESTERN	DENVER NDC	Denver CO PSA	14
WESTERN	MIDWEST	DES MOINES NDC	Des Moines IA PSA	13
WESTERN	LAKESHORES	DETROIT NDC	Detroit MI PSA	35
EASTERN	SOUTHWEST	FT WORTH TX P&DC	Fort Worth TX P&DC PSA	45
WESTERN	LAKESHORES	GRAND RAPIDS MI P&DC	Grand Rapids MI PSA	15
EASTERN	S ATLANTIC	GREENSBORO NDC	Greensboro NC PSA	18
EASTERN	SOUTHEAST	GREENVILLE SC P&DC	Greenville SC P&DC EPA	21
EASTERN	CHESAPEAKE	HARRISBURG PA P&DC	Harrisburg PA PSA	16
WESTERN	WESTSHORES	INDIANAPOLIS IN P&DC	Indianapolis IN PSA	46
WESTERN	SOUTHERN CAL	INDUSTRY CA P&DC	Industry CA P&DC PSA	60
EASTERN	GULF ATLANTIC	JACKSONVILLE NDC	Jacksonville FL PSA	17
WESTERN	MIDWEST	KCKS NDC	Kansas City MO PSA	13
WESTERN	WESTERN	LAS VEGAS NV P&DC	Las Vegas NV PSA	26
EASTERN	SOUTHEAST	MEMPHIS NDC	Memphis TN PSA	39
EASTERN	S ATLANTIC	MID CAROLINA NC P&DC	Mid-Carolina NC PSA	24
WESTERN	MIDWEST	MINN-SAINT PAUL NDC	Minneapolis MN PSA	21
WESTERN	SOUTHERN CAL	ML SELLERS CA P&DC	ML Sellers CA P&DC	26
EASTERN	SOUTHWEST	N HOUSTON TX P&DC	N. Houston TX PSA	90
EASTERN	SOUTHEAST	NASHVILLE TN P&DC	Nashville TN PSA	32
EASTERN	NY METRO	NEW JERSEY NDC	New Jersey NJ PSA	11
EASTERN	NY METRO	NEW JERSEY NDC	New Jersey NJ PSA	26
EASTERN	CHESAPEAKE	PENNWOOD PLACE PA P&DC	Pittsburgh PA PSA	17
EASTERN	CHESAPEAKE	PHILADELPHIA NDC	Philadelphia PA NDC PSA	29
EASTERN	S ATLANTIC	RALEIGH NC P&DC	Raleigh NC P&DC EPA	25
EASTERN	S ATLANTIC	RICHMOND VA P&DC	Richmond VA P&DC EPA	60
EASTERN	GULF ATLANTIC	ROYAL PALM FL P&DC	Royal Palm FL PSA	23
WESTERN	PACIFIC NW	SACRAMENTO CA P&DC	Stockton CA EEPA	56
EASTERN	SOUTHWEST	SAN ANTONIO TX P&DC	San Antonio TX PSA	45
WESTERN	SOUTHERN CAL	SAN BERNARDINO CA P&DC	San Bernardino CA P&DC EPA	47
WESTERN	PACIFIC NW	SEATTLE NDC	Seattle WA PSA	22
EASTERN	GULF ATLANTIC	SEMINOLE FL P&DC	Seminole FL PSA	19
EASTERN	NEW ENGLAND	SPRINGFIELD NDC	Springfield MA NDC PSA	16
WESTERN	MIDWEST	ST LOUIS NDC	St. Louis MO PSA	26
EASTERN	CHESAPEAKE	WASHINGTON NDC	Washington DC NDC PSA	9
EASTERN	CHESAPEAKE	WASHINGTON NDC	Washington DC NDC PSA	26
WESTERN	WESTERN	WEST VALLEY AZ P&DC	West Valley AZ PSA	29
EASTERN	GULF ATLANTIC	YBOR CITY FL P&DC	Ybor City FL PSA	17

Total

1,301