

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

**Re: COVID-19 Test Kit Fulfillment Pilot**

To facilitate the federal government's efforts to deliver at-home COVID-19 test kits to American households in response to the coronavirus pandemic, the parties agree to the following:

1. The Postal Service will establish 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 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.
3. PSEs who are rehired will be informed that their rehiring is for a specific pilot project and the expected duration of the pilot project. PSEs who decline to be rehired will retain their relative standing and reappointment rights in accordance with Article 7 of the National Agreement.
4. Non-COVID related PSEs maintained above the caps in the locations on the attached table will be used for the sole purpose of performing the work of the pilot (i.e., the processing and fulfillment of at-home COVID-19 test kits), with the exception of a three-week implementation period from January 1, 2022. A specific operation number will be designated for this pilot and all employees assigned to the pilot will utilize the operation number when performing this work. During the three-week implementation period, Non-COVID related PSEs maintained above the caps in the locations on the attached table may be used to perform non-pilot related work consistent with the National Agreement.
5. 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.
6. 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.
7. The hiring of COVID-related PSEs is covered in the MOU: *Re: Temporary Exception Period—Clerk Craft Function 1 & Function 4—COVID-19.*

8. There will be a daily inventory control for the COVID-19 test kits.<sup>1</sup>
9. Full-Time Career clerks assigned or detailed to PSAs or Annexes designated as part of this pilot and who are on the Overtime Desired 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.
10. The duration of the pilot will be 75 days from January 12, 2022, unless extended by mutual agreement. The Postal Service reserves the right to terminate the pilot prior to the conclusion of the 75-day 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.



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Katherine S. Attridge  
Vice President, Labor Relations  
United States Postal Service



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Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO

Date: January 12, 2022

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<sup>1</sup> 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 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.

**Totals****7,012**

Row Labels	Total PSEs /week
Dallas TX NDC PSA	307
New Jersey NJ PSA	307
Industry CA P&DC PSA	280
Minneapolis MN PSA	273
Seattle WA PSA	264
San Bernardino CA P&DC Extended Peak Annex	258
Cincinnati OH PSA	248
Denver CO PSA	248
Washington DC NDC PSA	246
Memphis TN PSA	242
Atlanta GA NDC PSA	235
Pittsburgh PA PSA	231
Philadelphia PA NDC PSA (Site #1)	231
N. Houston TX PSA	210
Chicago IL PSA	210
Springfield MA NDC PSA	203
Detroit MI PSA	189
Greensboro NC PSA	184
West Valley AZ PSA	177
Las Vegas NV PSA	173
St. Louis MO PSA	163
Boston MA PSA	156
Jacksonville FL PSA	155
Kansas City MO PSA	140
Stockton CA Extended Peak Annex	119
Des Moines IA PSA	130
Royal Palm FL PSA	130
Indianapolis IN PSA	128
Ybor City FL PSA	123
San Antonio TX PSA	115
Fort Worth TX P&DC PSA	109
Richmond VA P&DC Extended Peak Annex	93
Nashville TN PSA	88
Seminole FL PSA	82
Baltimore MD PSA	81
Cleveland OH PSA	81
Harrisburg PA PSA	72
Margaret L. Sellers CA P&DC Extended Peak Annex	71
Raleigh NC P&DC Extended Peak Annex	58
Mid-Carolina NC PSA	55
Grand Rapids MI PSA	49
Birmingham AL PSA	48
Greenville SC P&DC Extended Peak Annex	47
Clerks	