



August 18, 2023

Mr. Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO  
1300 L Street NW  
Washington, DC 20005-4128

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Dear Mark:

This letter is in regard to the jurisdictional craft determination for operation of the High Output Package Sorter (HOPS). A site visit to observe the operation of the HOPS was conducted with the American Postal Workers Union (APWU) and National Postal Mail Handlers Union (NPMHU), on January 26, at the Memphis, Tennessee Mail Processing Annex (MPA).

The Union has previously been informed of the HOPS during Technological and Mechanization meetings and written correspondence.

The HOPS processes machinable packages, which are inducted on the system through a parcel dumpster. The system singulates the parcels and barcodes are read by a six-sided scan tunnel camera system. The HOPS can be configured based on available floor space, with the number of outputs ranging from 200 to 300 and can scan and sort parcels up to 25 pounds and 15"x18"x22". The HOPS has the ability to process up to 8,500 parcels per hour and bundles at a slightly reduced throughput. Currently, there are five (5) sites that have a total of thirteen (13) HOPS either in use or in various stages of installation. The Postal Service plans to install ten (10) additional HOPS in calendar year 2024.

The induction and sweeping duties performed on the HOPS are most similar to those on the Automated Package Processing System (APPS) and the Small Parcel Sorting System (SPSS). The duties performed on at the reject station, to include keying and facing are most similar to those on the Automated Parcel Bundle Sorter (APBS), the Small Parcel Bundle Sorter (SPBS), and the SPSS.

After reviewing the equipment operation, carefully considering the input from the APWU and the NPMHU, and applying the principles of RI-399, the Postal Service has determined the primary craft designation for the performance of duties for operation of the HOPS is as follows:

1. Retrieval and staging of parcel containers: Mail Handler Craft

2. Unload containers onto the induction belt utilizing powered container unloaders, and cull out NMOs: Mail Handler Craft
3. Monitor induction belts to singulate, as necessary, and cull out NMOs: Mail Handler Craft
4. Reject Station, to include keying and facing: Clerk Craft
5. Sweep full containers, including sacks: Mail Handler Craft
6. Transport full containers to dispatch area: Mail Handler Craft

The actual number of employees required to perform the duties associated with the HOPS at any time will be determined based on local configuration and operational needs. Where the HOPS has already been installed and is operational, assignment of the appropriate craft in accordance with this determination will be made as expeditiously as possible but no later than 90 days from the date of this letter.

In accordance with the Memorandum of Understanding, *Update of Regional Instruction (RI) 399 Procedures*, dated June 26, 2018, the above stated craft designation will go into effect no sooner than 45 days from the receipt of this notice.

If there are any questions concerning this matter, please contact me at extension 5842.

Sincerely,



Shannon Richardson  
Director  
Contract Administration (APWU)