

Michael O. Foster
Director, MVS Division
American Postal Workers Union, AFL-CIO
1300 L Street, NW
Washington DC 20005-4128

RE: Q11V-4Q-C 11322403/HQTV20110462
Class Action
Washington DC 20260-4100

Dear Mike:

Recently our representatives met to discuss the above captioned grievance at Step 4 of the grievance-arbitration procedure. The issue presented in this case concerns the unilateral changing of the testing cycle without notification to the APWU of the USPS administration of the Department of Transportation (DOT) policy regarding random drug and alcohol testing for employees holding a commercial driver's license (CDL) as a requirement of their position. The parties agree to resolve this case based on the following understanding:

The parties acknowledge that Motor Vehicle Craft employees who hold a CDL as a requirement of their position are subject to random drug and alcohol testing in accordance with DOT and the Federal Motor Carrier Safety Administration (FMCSA). The USPS policy for compliance is contained in Management Instruction PO-720-2010-1 and the cycle for random drug and alcohol testing is 14 days.

Employees randomly selected for a DOT drug and or alcohol test, may be scheduled for the test(s) at any time and on any day the employee is on duty performing safety-sensitive functions during this 14-day cycle. Employees at home while on approved leave should not be required to go to a medical facility to submit to random or follow-up testing for drugs.

The parties agree that any future changes to Management Instruction PO-720-2010-1, or related handbooks or manuals, pertaining to Drug and Alcohol testing procedures which directly relate to wages, hours or working conditions will be in accordance with Article 19 of the National Agreement.

This agreement does not alter the provisions of the collective bargaining agreement. This agreement also settles and closes cases Q00V-4Q-C 05158300/HQTV20056 and Q98C-4Q-C 02007434/A19V20013.

Sincerely,

Shannon Richardson

Shannon Richardson
Director, Labor Relations
Contract Administration (APWU)
U.S. Postal Service

Michael O. Foster

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Director, Motor Vehicle Service
American Postal Workers
Union, AFL-CIO

Date: April 4, 2022