

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

Re: Pilot – Postal Vehicle Operator Position

The parties agree to pilot the establishment of a new career bargaining unit position titled, Postal Vehicle Operator (PVO), Level 6. The parties have agreed to the job description and qualification standards for the new 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 union will be notified prior to any expansion of sites and the parties agree to discuss any necessary modifications to the provisions of this Memorandum of Understanding (MOU) prior to the creation of new MOUs for any expansion sites.

The new 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, except where explicitly changed by this agreement. The following provisions will apply to the Pilot:

1. The positions will operate in the Oklahoma City, Oklahoma, area, which is currently designated as a non-Postal Vehicle Service (PVS) site.
2. The Postal Service will establish and fill a minimum of 125 PVO positions in the Oklahoma City, Oklahoma, area.
3. The PVO positions will be posted internally for non-CDL APWU career employees to bid. These career PVO positions will also be posted externally, during which non-career employees may apply.

4. Full-time PVO duty assignments will be as follows:
 - a. normally eight (8) hours within nine (9) hours;
 - b. a workday of eight (8) hours within 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, and;
 - c. up to 30 percent may have split days off.

5. Part-time flexible (PTF) PVO positions will be capped at 30 percent of the PVO complement in the Oklahoma City, Oklahoma, installation.

6. Employees holding a PTF PVO position will be guaranteed a minimum work schedule of 24 hours per service week.

7. During the Pilot, the Postal Service will make available the required training to obtain a CDL for interested PVO employees who volunteer to be trained.

8. Following successful completion of the CDL training and receipt of a CDL, if a Motor Vehicle Operator (MVO) and/or Tractor Trailer Operator (TTO) position is established in the Oklahoma City, Oklahoma, installation, the assignments shall be awarded, according to the provisions of Article 39 of the Collective Bargaining Agreement.


9. During the pilot, there will be a one (1) year lock-in period from placement in the MVO or TTO position, during which the following restrictions will apply:
 - a. employee must remain in the MVS Craft;
 - b. employee must remain in the Oklahoma City, Oklahoma, installation, and;
 - c. employee is restricted from bidding to a lower-level position.

The Pilot 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. 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.



Louis DeJoy
Postmaster General and Chief
Executive Officer
United States Postal Service



Mark Dimondstein
President
American Postal Workers
Union, AFL-CIO

Date: November 30, 2022