

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

Re: Pilot – Postal Vehicle Operator Position – Expansion – Richmond Integration

The parties agree to expand piloting the establishment of the career bargaining unit position titled, Postal Vehicle Operator (PVO), Level 6. The parties have agreed to the job description and qualification standards for the 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 PVO 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, including the prohibition of supervisors performing bargaining unit work consistent with Article 1.6.b, except where explicitly changed by this agreement. The following provisions will apply to the pilot:

1. The PVO positions listed in number 3 below are being established as a result of insourcing existing Highway Contract Routes (HCRs).
2. The positions will be established as part of the Richmond, Virginia Integration plan, to include, Richmond, VA Sorting and Delivery Center (S&DC), Charlottesville, VA Transfer Hub (future S&DC), and the Hampton, VA Transfer Hub (future S&DC).
3. The Postal Service will establish and fill a minimum of PVO positions as follows by site:
 - a. Richmond, VA S&DC – 63 PVO Positions (70% full-time regular (FTR)/30% part-time flexible (PTF)
 - b. Charlottesville, VA Transfer Hub (future S&DC) – 38 PVO Positions (52% FTR/48% PTF)
 - c. Hampton, VA Transfer Hub (future S&DC) – 14 PVO Drivers 40% FTR/60% PTF)
4. The PVO positions will be posted internally for non-CDL APWU career employees to bid. The internal bidders will be placed in a "pending qualification" status until the employees have been certified by the Driver Safety Instructor (DSI). These career PVO positions will also be posted externally, during which non-career employees may apply.

Employees holding full-time PVO positions will be unassigned regular employees and will be assigned schedules in accordance with Article 39 and the Joint Contract Interpretation Manual (JCIM), Article 39, Questions and Answers, Number 11. The posting of bid duty assignments will occur as the transition from HCR to the PVO operation is completed. As the schedules are implemented, they will be posted for bid, and any necessary operational modifications will be incorporated into the schedules.

5. 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 ten (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.

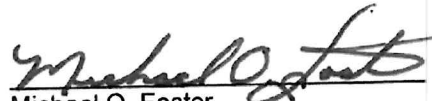
6. Employees holding a PTF PVO position will be guaranteed a minimum work schedule of 24 hours per service week.
7. During the Pilot, the Postal Service will make available the required training to obtain a CDL for interested PVO employees who volunteer to be trained.
8. Following successful completion of the CDL training and receipt of a CDL, employees holding PVO positions will be considered qualified to bid for available Motor Vehicle Operator (MVO) and/or Tractor Trailer Operator (TTO) positions. The assignments shall be posted and awarded in accordance with the provisions of Article 39 of the Collective Bargaining Agreement.
9. During the pilot, there will be a one (1) year lock-in period for PVOs who were provided CDL training by the Postal Service, 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 Richmond, VA, Charlottesville, VA, or Hampton, VA installations, as appropriate; and
 - c. employee is restricted from bidding to a lower-level position.

The Pilot expansion associated with this agreement will run for six months after the pilot expansion 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, to include the possibility of modifying the percentage of PTF employees where it is economically and operationally feasible. 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. Any alleged violations of this Pilot MOU will be handled by the Alternative Dispute Resolution Process.



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