

## ARTICLE 39 MOTOR VEHICLE CRAFT

### Frequently Asked Questions & Answers on the Lead Automotive Technician and Automotive Mechanic Upgrade

This list of FAQs was jointly developed by the national American Postal Workers Union Motor Vehicle Craft and the U. S. Postal Service. Where examples are provided, those examples are not a definitive or complete list.

The parties agree that the Joint Questions and Answers constitute the agreement of the parties as to the interpretation and application of the listed specific issues.

1. What will the new seniority dates be?

**Employee seniority does not change, with the exception of employees in the former Junior Mechanic positions. The former junior mechanics upgraded to Automotive Mechanic positions have a new seniority date of March 24, 2001.**

2. What level work is performing Preventive Maintenance Inspections?

**Performing a PMI inspection is Level 8 work. Under the Duties and Responsibilities section of the Lead Automotive Technician, PS-08 position description, number 5 states "Conducts vehicle inspections" and refers to entering ERT times, determining the necessary repairs to be made.**

3. What level of work is working on the compressed natural gas system?

**This is Level 7 work.**

4. What level of work is the repair and maintenance of the fuel delivery system?

**When the nature of the repair and maintenance include the use of computers or similar scan tools, this is Level 7 work because of its complexity. The repair and/or replacement of fuel pumps, fuel filters, fuel lines, injectors and carburetors is Level 6 work.**

5. What level of work is performing a front-end alignment?

**Front-end alignments that are performed on computer controlled equipment are Level 7 work. Front-end work performed with non-computerized equipment is Level 6 work.**

6. What level of work is performing engine diagnostics?

**Engine diagnostic work is Level 7 work when it is performed either by accessing engine codes or by using scanners or other computer operated test equipment. When engine diagnostics are performed using mechanical equipment or visual**

means, it is Level 6 work.

7. What level of work are battery replacement, light bulb replacement and tire replacement?

**These are not Level 7 or higher level duties because there is no complex equipment used to diagnose or repair these items.**

8. What level of work is performing a transmission diagnosis?

**Transmission diagnostics and repair is Level 7 work when it involves transmissions controlled by computers or electronic modules, or it involves the internal hydraulic systems. Visual diagnostics is Level 6 work and mechanical repair is Level 6.**

9. The Automotive Mechanic, PS-06 position description in the "Functional Purpose" section states "Troubleshoots, diagnoses, and performs routine repairs..." What does this mean?

**The key word in this sentence is "routine". "Routine" does not include the use of diagnostic equipment or schematics to complete those functions that fall within the job description of the Level 6 Automotive Mechanic. The repair/replacement of brake mechanical/hydraulic components, exhaust, and suspension components (i.e. shock absorbers & springs) are considered routine repairs as are the replacement of switches and fan motors.**

10. If a Level 7 Automotive Technician position becomes vacant, can a Level 8 or Level 9 bid for that position? What is the pecking order for filling a Level 7 position?

**A Level 8 or 9 may not bid for a Level 7 position because it is outside their occupational group. He/she may make written application for a residual vacancy for any Motor Vehicle Craft Position. The pecking order for filling a Level 7 position would be that it would be posted for bid and the senior bidder who is either a Level 6 who is qualified to be an automotive technician or a Level 7 automotive technician, would fill that position on a seniority basis.**

11. When an employee vacates a Level 7 job, and that job is re-posted, at what level should it be re-posted?

**The job should be re-posted as a Level 7 job, and posted to all current level 6s who are qualified and Level 7s for bid. It should be awarded on a seniority basis among the qualified bidders.**

12. When a Level 9 job is vacated, at what level should that job be re-posted?

**The vacated Level 9 job should be posted at Level 9 and open for bid to all current Level 8s and Level 9s. It should be awarded on a seniority basis from among the qualified bidders. If there are no successful Level 8 or 9 bidders, it should be awarded to the best qualified within the MVS Craft.**

13. When the Union requests to have all of the VMF jobs posted in accordance with Article 39.2.A.7, can the Level 6s and Level 7s bid in competition with each other for the positions, and can the Level 8s and Level 9s bid in competition with each other?

**Article 39.2.A.8 specifically states, "Employees bidding pursuant to 6 or 7 above, may bid only on those duty assignments that have the same position designation" Therefore, all Level 6s can only bid on Level 6 jobs, all Level 7s can only bid on Level 7 jobs, all Level 8s can only bid on Level 8 jobs and all Level 9s can only bid on Level 9 jobs.**

14. Junior Mechanics who became Level 6 Automotive Mechanics as a result of the upgrade, are they automatically considered qualified for the new Automotive Mechanic Level 6 duty assignment?

**Yes. They have been "grandfathered" in, and are considered qualified to hold a Level 6 Automotive Mechanic duty assignment.**

15. What Qualification Standards and KSAs are to be used for each new position until the new Qualification Standards are put into place?

**The new Level 6 Automotive Mechanic will use the old qualification standards and KSAs formerly used to fill the Level 5 Junior Mechanic positions.**

**The new Level 7 Automotive Technician qualification standards and KSAs will be the formerly used Level 6 Automotive Mechanic (old) qualification standards and KSAs.**

**The new qualification standards and KSAs for both the Level 8 Lead Automotive Technician and the Level 9 Lead Automotive Technician will use the qualification standards and KSAs formerly used for the Level 7 Lead Automotive Mechanic.**

**These will be in effect until the new qualification standards are issued.**

16. If a Light/Limited duty employee is performing the core duties of their position, or are being provided an accommodation, are they eligible to be upgraded?

**Employees who perform their core duties with reasonable accommodation are eligible to be upgraded as a result of the MOU.**

17. When vacancies that existed before the upgrade in the old Level 6 Automotive Mechanic position are filled after the upgrade took place, should a minimum of the newly filled positions be 70% of Level 7 positions?

**For vacancies that existed prior to March 23<sup>rd</sup>, these jobs should be filled in accordance with the MOU, with the 70% minimum of the complement as Level 7 positions. To determine the 70%, take the total number of Level 6s and Level 7s employees, and add the new position for the total employee complement. Multiply the total employee complement by 70% to identify the number of required Level 7 positions.**



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