

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

SUBJECT: Postal Vehicle Service (PVS) Amended Work Rules Pilot

The United States Postal Service (USPS) and the American Postal Workers Union (APWU) agree to conduct mutually agreeable pilots that will include the following amendments to work rules governing the Postal Vehicle Service (PVS). All other work rules remain in effect, except where explicitly changed by this agreement.

1. The pilot shall be conducted at PVS facilities to be determined by the national parties. Each location shall continue the pilot for a period of six (6) months, unless otherwise extended by mutual agreement of the national parties.
2. The parties agree to modify PVS driver schedules for the duration of the pilot. The schedules will be subject to local bidding procedures and awarded by seniority. PVS drivers that are not successful bidders shall be assigned to a schedule by management by juniority.
3. Once sites are selected to participate in the pilot, the national parties will determine the full-time schedules consistent with the following:
 - full-time regular schedules, 8 hours within 9 consecutive hours
 - full-time regular schedules, 8 hours within 10 consecutive hours
 - full-time regular schedules, 8 hours within 11 consecutive hours
 - full-time regular schedules, 8 hours within 12 consecutive hours
 - work within different crafts consistent with the employees knowledge and experience (including, but not limited to, operation of mail processing equipment and manual distribution of mail)
 - split off-days
4. No "mode conversions" will occur at the pilot sites during the duration of the pilot. Additionally, the national parties will continue discussions about the expansion of the pilot to offices where "mode conversions" are under consideration and such conversions will not be undertaken until these discussions have been concluded on a site-by-site basis.
5. The national parties will review all PVS data during and after the pilots.
6. Modifications made to work rules in this MOU will not be citable in any future proceedings. Alleged violations of this MOU are subject to the Article 15 grievance procedure.
7. When establishing schedules in accordance with paragraph 3 above, consideration will be given, upon the expiration of the applicable Highway Contract Route (HCR) contract(s) in the facility, to returning work that has been previously subcontracted to

determine the efficiencies of combining such work with PVS schedules. It is understood that any consideration of this provision must be to further the PVS craft's ability to compete with subcontractors performing the same work and must not cause the Postal Service to incur additional costs or expenses. These additional costs or expenses include, but are not limited to, the creation of the need for additional work hours and/or overtime pay to employees by the Postal Service.



Doug A. Tulino
Vice President, Labor Relations
United States Postal Service



William Burrus
President
American Postal Workers Union,
AFL-CIO

Date: 1-15-09