

# Motor Vehicle Service Division

## **PVS Memorandum of Understanding**



William Burrus, President

Robert C. Pritchard  
Director

Michael O. Foster  
Assistant Director

PVS Amended  
Work Rules MOU  
(USPS/APWU) Sign-off  
January 15, 2009



**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**

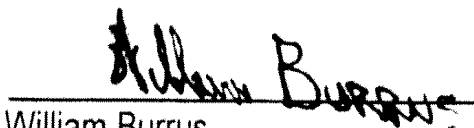
The United States Postal Service (USPS) and the American Postal Workers Union (APWU) agree to conduct mutually agreeable pilots that will include the following amendments to work rules governing the Postal Vehicle Service (PVS). All other work rules remain in effect, except where explicitly changed by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



Pilot MOU Q&As  
(USPS/APWU) Sign-off  
February 4, 2010



# **Questions and Answers for Implementation and Performance Measurement at Pilot Sites with Amended Work Rules under the Postal Vehicle Service (PVS) Memorandum of Understanding (MOU) dated January 15, 2009**

**1) Question: *If a site is selected as a pilot site, how long does the pilot last?***

Each pilot will be conducted for a period of six (6) months unless otherwise extended by mutual consent of the parties at the National level.

**2) Question: *When does the six (6) month period begin?***

The six (6) month period starts at the beginning of the pay period in which local PVS drivers begin working the modified schedules previously provided to Local Management as “Flexible Scheduling Initiatives”.

**3) Question: *Can a pilot be terminated prior to the six (6) months?***

A pilot can be terminated only by mutual consent of the parties of the national level.

**4) Question: How are the modified schedules posted for bid and awarded?**

The modified PVS driver schedules will be posted according to local manual bidding procedures:

- New Bid will be advertised to the drivers
- Posting time will be according to established local practices, absent a local agreement, posting will be for 10 days per Article 39.2.C.
- Drivers Bid on the routes
- Routes are awarded based on seniority
- Where necessary, routes are assigned by juniority

**5) Question: Can the modified scheduled be changed during the pilot period?**

Where any slight modification (“a tweak”) of a pilot schedule (e.g. a trip or stop to be added/removed, or a minor operational time change, etc.) is deemed necessary by local USPS operations, the modification may be made after communication of the reason for the change with local union representatives.

**6) Question: What if there is a dispute about changes made during the pilot period?**

If a dispute about the modification cannot be resolved at the local level without grievance; the matter will be referred to the national parties for further discussion without impacting the pilot process. If it cannot be resolved at the headquarters' level, it will be returned to the local parties and subject to the Article 15 process.

**7) Question: Can a schedule that has been adjusted to 8 within more than 9 consecutive hours be changed to a schedule of 8 within 9 consecutive hours during the duration of the pilot?**

Yes. Discussion should take place at the Local level, prior to the implementation and posting of the revised schedules.

**8) Question: How is overtime work assigned?**

Assignment of overtime work (work in excess of 8 hours per day or 40 hours per week) will be consistent with applicable contractual language.

Additional Overtime Desired lists may be added to account for the employees who have unscheduled time available in the middle of their duty assignments on a particular day; for non-scheduled day off for employees working an 8 within 9 hour schedule; and for non-scheduled day off for employees working an 8 within more than 9 hour schedule.

**9) Question: What effect does the MOU have on other work rules?**

All other national and local work rules remain in effect, except where explicitly changed by the PVS Amended Work Rules Pilot MOU dated January 15, 2009.

**10) Question: *What data (per Item #5 of the MOU) will be reviewed by the parties?***

The Postal Service will gather appropriate data on specific process indicators to monitor the effectiveness of the PVS Amended Work Rules Pilot MOU at each pilot site. The following indicators will be monitored and data will be collected at PVS pilot sites:

- DPS dispatch
- Collection volumes
- PVS work hours
- EXFC overnight service levels
- This information will be provided in an electronic format at no cost to the National Union

**11) Question: What other data will be maintained at the pilot site?**

Local Transportation managers are requested to track and provide a reason for all late (over 10 minutes) dispatches of DPS mail:

- Mail processing
- PVS Driver shortage

Local Transportation managers are requested to record and trend the % of Mail volume (data can be obtained from in-plant support) available and cancelled before:

- 18:00
- 20:00

Local Transportation managers must record standby or unassigned work hours as Operation 614 and will coordinate with the local TACS office to compare actual Operation 614 hours to the total unassigned time in the pilot schedules. This information will be provided at no cost to the National Union.

Local Transportation managers are requested to notate any unusual circumstances that impact mail processing or PVS operations (this could include natural disasters; site AMPs, etc.). This information will be provided at no cost to the National Union.

***12) Question: How will the data be shared with the Union?***

Local Transportation managers will share all weekly indicator reports with the Local Union to insure that all parties have the same information on a continuing basis.

***13) Question: What data will be maintained at the National level?***

HQ Surface Operations will benchmark at the beginning of the pilot period and track the following information for each pilot site:

- Paid Work hours (breaking down into)
  - Total Work Hours
  - Overtime Work Hours
  - Penalty Work Hours
  - Sunday Work Hours



HQ Surface Operations will monitor the Overnight EXFC and Express Mail destinating service to determine how the MOU PVS schedules impact service.

***14) Question: How will the data be delivered to the American Postal Workers Union?***

The data will be supplied to the American Postal Workers Union Motor Vehicle Director in an electronic format at no cost to the National Union during the pilot.

***15) Question: For sites that participate in the Pilot program will the provisions of Articles 5, 17 and 31 apply as it relates to steward release time and request for information?***

Yes.

***16) Question: What is the official process for placing a pilot into the Pilot program?***

The Union at the national level will send a letter stating that the Union is willing to place the site into the pilot. The Postal Service will accept the site in writing and then implement

the pilot at that site thereafter.

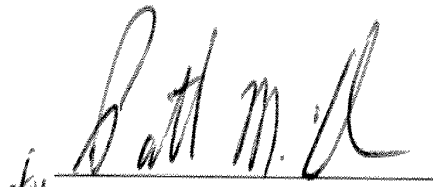
**17) Question: *If a driver is working a modified schedule of 8 within 12 and the need for the assignment of overtime occurs, will a driver be required to work more than 12 hours after the driver's original start time on a particular day?***

Pursuant to Article 8.5.G.2, except in the month of December, a driver will not normally be required to work twelve (12) hours after the original start time on a particular day.

**18) Question: *If the Union can prove that there is work that is currently on duty assignments of more than 8 hours within 9 hours will the schedule be altered?***

If the Union shows that combining work on extended schedules will reduce the total number of extended schedules, and there is no effect upon the total number of work hours in the facility, the schedule may be altered. Upon the failure of the Local parties to resolve the issue, the matter will be discussed by the parties at the national level.

If the national parties cannot agree, the issue will be returned to the local parties and subject to the Article 15 process.

  
John W. Dockins

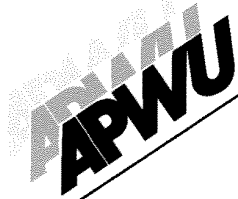
  
Robert C. Pritchard

2-4-10



# APWU Letter to the Field Explaining the Work Rules MOU Pilot Program





## **American Postal Workers Union, AFL-CIO**

1300 L Street, NW, Washington, DC 20005

February 17, 2009

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**Bill Manley**  
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**Sharyn M. Stone**  
Coordinator, Central Region

**Mike Gallagher**  
Coordinator, Eastern Region

**Elizabeth "Liz" Powell**  
Coordinator, Northeast Region

**William E. "Bill" Sullivan**  
Coordinator, Southern Region

**Omar M. Gonzalez**  
Coordinator, Western Region

Dear Local Presidents and MVS Directors:

We are sure by now most of you are aware that on January 15, 2009, President Burrus signed a Memorandum of Understanding; subject: Postal Vehicle Service (PVS) Amended Work Rules Pilot. This is just a pilot. This program does not change the national contract one iota. If you are not in the pilot, this memo does not affect your installation.

In this letter, we will attempt to clarify this MOU, but first let us say that the Postal Service has notified a number of locals that they plan to propose converting their PVS operation to HCR and excess employees out of the MVS craft. Because most installations are under Article 12 withholding and do not have many residual vacancies, this would cause the MVS employees to be excessed out of their installation. They could be excessed far enough where they must either set up a separate residence away from their families, or relocate with their families. To have to uproot your family in our current housing market (if they are home owners, which most of them are) is a very frightening prospect. This memo is generally for installations that are targeted for what the Postal Service refers to as a "mode conversion". A "mode conversion" is a complete termination of all PVS operations at an installation.

Installations that participate in the pilot would have a moratorium on any conversions during the pilot program in their facility. Locals can go into this program for a period of six months, or perhaps longer. Even though there are problems with the fact that we had to make concessions, we felt that it would be in the best interest for our locals to have the option whether to choose to have an extended work day, combine work between APWU crafts, or to be excessed from their facility.

When we convened for the MVS Craft Conference at the 2008 National Convention, the biggest concern of the local craft officers was the conversion of PVS to HCR.

We needed to be mindful that PVS and VMF operations have been under attack since 2001 when the Postal Reform Commission recommended that these operations be outsourced.

When considering entering into a Pilot Program, we first had to consider if we felt the Postal Service was serious in their attempts for conversions. We had already

experienced conversions on the west coast in Fresno, Stockton, and Pasadena, California, and Fairbanks, Alaska. The conversion in Tacoma, Washington was successfully overturned according to the violation in Article 12, and not Article 32. As of now, the Postal Service has been contemplating seeking to get the decision set aside in Federal Court, or return the operation to Tacoma, only to excess properly next time.

We are aware that in various locations there is a decrease in mail volume. We are facing very hard economic realities. Part-time Flexible work hours are being reduced from 40 plus to less than 30; Full-time Regular assignments are being abolished, and there are an unprecedented number of unassigned regulars without assignments on a daily basis. Our employee's unproductive time is being tracked on operations such as "340", and there are installations with as many as 2,200 hours of standby time per week.

The Postal Service continues to be unwilling to sustain these operations as is. These realities were discussed numerous times by various groups of Motor Vehicle Craft members. Each group independently agreed that the union needed to attempt to save MVS jobs.

MVS local craft officers came to Washington, D.C. October 7 - 10, 2008, for a meeting to work on the MOU that the union was proposing and to review the early drafts of the USPS MOU. This meeting included the Transportation Committee's 17 members along with the following MVS, NBAs: **Joseph LaCapria, Northeast Region, Merlie Bell, Central Region, Russell Knepp, Eastern Region, D.D. Johnson, Southwest Region, and Bruce Bailey, Western Region.** The committee met for several days, and had vigorous discussions and debates and condemned the Postal Service draft MOU and made recommendations to improve the union's MOU.

During the period of discussions between the parties at the national level, the Postal Service had agreed to a moratorium on Mode Conversions, but they were continuously getting pressure from field operations for approval on conversions and to lift the moratorium.

Unable to reach an agreement with the national MVS craft officers, because each draft MOU we received was worse than the last, the Postal Service contacted President Burrus to see if there was any possibility for a pilot MVS MOU.

After discussions with President Burrus, your national craft officers relayed the following fact that we believed the Postal Service was serious about Mode Conversions (terminating PVS) in certain PVS installations throughout the country. There are unprecedented hours of idle, or standby time. Part-time Flexible work hours in some installations are being significantly reduced, and a pilot MOU could possibly save MVS jobs.

Although we had input with President Burrus during the process and made recommendations that we felt would improve it, the final agreement was made by President Burrus.

Upon receipt of the MOU, we immediately provided a copy to the MVS NBAs and held a telecom for discussion which every MVS NBA was part of. Although some NBAs had already provided copies to local directors and discussed their comments, no MVS NBA felt this pilot MOU would lead to the demise of the MVS craft.

We want to reiterate that no union representatives are anxious to make concessions to hard fought and long standing benefits, but we also felt that it would be totally irresponsible to not be responsive to circumstances (even those that are out of your control) and not make an attempt to find ways to protect Motor Vehicle Craft jobs.

An explanation of the various points of the MOU are as follows:

1. Number #1 *"The pilot shall be conducted at PVS facilities to be determined by the national parties"*. Your local managers cannot unilaterally place you into this program, and that both national parties (union and management) must agree. The parties agree to modify the schedules for the duration of the pilot, but all jobs will be subject to the bidding procedure.
2. Number #3 of this MOU has the significant changes. The Postal Service can find 8 hours of work within a 12 hour time span. They can also combine our work with other crafts to get 8 hours of work. The advantage here for us is that the national parties will review the full-time schedules. All these schedules will be passed through our office, and the locals will be provided the assignments and asked for input. If they combine work with other crafts, we will inform the appropriate national craft director of this. We also will be in contact with the local officers.

We believe that the Processing and Distribution Centers where PVS operates have no PTFs in them except for Motor Vehicle, this work from other crafts is being performed by casuals, but we have to wait to see what their proposals actually entail.

3. Number #4 refers to *"No mode conversions will occur at the pilot sites"*... The national parties will continue discussions about the expansion of pilots to offices where mode conversions are under consideration. If you are identified for conversion, the post office will have to engage the union in discussions about installations coming under this pilot program.
4. Number #5 states... *"The national parties will review all PVS data during and after the pilots"*. The Postal Service did not want to share any information with the union during the pilots. This was unacceptable. We need to have our finger on the pulse of this so we can analyze the information from our point of view and share it with the locals.
5. Number #7 refers to returning work that was previously subcontracted out that was performed by PVS employees. We feel this language probably will not result in much work being returned to us, but it leaves an opening for discussion. Hopefully, the Postal Service will hold these discussions on returning the work in a serious fashion.

Be mindful that this MOU establishes a MVS Pilot Program that might, or might not give the Postal Service the relief and cost savings that they are seeking.

We recommend that you contact the Motor Vehicle members whose lives and families could, or have been affected by the fore mentioned mode conversions.

We are hoping that over the course of the next few years, when the economy revives, and we continue to have a labor friendly Congress, maybe some of this pressure will come off of us. But ultimately, all postal employees will be feeling the pressure of this economy because the Postal Service has accepted a Postal Reorganization Bill that has caused them to go deeper and deeper into debt, and at some point will be faced with the prospect of not being able to operate in the 'Black'. We would not be surprised to see the Postal Service having to borrow to make payroll within the next 12 months. At some point, every postal worker should be aware that the Postal Service is going deeper into debt. With no viable plan to have a balance sheet that registers in the 'Black' will ultimately have a negative impact on every postal worker.

We, at headquarters, do not feel it would be rational to expect much sympathy from the public when unemployment rates are being predicted at 10% and much of the country thinks a postal job is certainly one the best non-professional jobs in the community. Therefore, while we understand this MOU is open for vigorous debate and our critics will state loud and clear that "the sky is falling", "we sold them out", and "we're doomed", it is our opinion that this is just an option for those who are being contracted out.

Let us assure you, we will do everything in our power, as your national craft officers, to make sure that the Motor Vehicle craft continues. We may have to make some politically unpopular decisions, but we will not stand by and watch the Postal Service pick off one installation after another without some sort of alternative plan to preserve the Motor Vehicle craft as a viable part of the APWU.

Yours in union solidarity,



Michael O. Foster, Assistant Director  
Motor Vehicle Service Division



Robert C. Pritchard, Director  
Motor Vehicle Service Division

RCP/MOF:yd/opeiu#2/afl-cio

Encl.: MOU, Subject: Postal Vehicle Service (PVS) Amended Work Rules Pilot





## American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

February 23, 2009

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TO: Motor Vehicle Operators  
Tractor Trailer Operators  
Clerk Vehicle Dispatchers

### National Executive Board

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Northeast Region Coordinator

**William "Bill" Sullivan**  
Southern Region Coordinator

**Omar M. Gonzalez**  
Western Region Coordinator

Dear Brothers and Sisters:

The USPS and the APWU signed a Memorandum of Understanding on January 15, 2009, creating a pilot program that will experiment with alternative scheduling for Postal Vehicle Service drivers at a nationally agreed upon number of installations. During the pilot program, management will be prohibited from eliminating PVS operations at participating facilities.

This MOU was established with the intention of exploring options to preserve PVS operations. The USPS decision to condense dispatch windows and subcontract work has made it difficult to find eight hours of continuous work for drivers in some, but not all installations. In addition, postal managers have made it clear that they would like to convert a number of PVS operations to HCR throughout the country.

The decision on whether to take part in the program is up to the individual locals. Locals that do not wish to participate will not be forced to do so; unfortunately their only other option will possibly be to go through mode conversion and the grievance process. We cannot emphasize enough however; that given the opportunity, the USPS will eliminate all PVS jobs in an installation.

The pilot program will be used to determine the feasibility of modifying work rules concerning drivers' schedules. The basic provisions are:

- The parties at the national level will decide how many facilities participate in the pilot. (Item #1)
- The pilot program will continue at each location for a period of six months, unless the union and management at the national level agree to extend the timeframe. (Item #1)
- 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. (Item #2)

Motor Vehicle Operators, Tractor Trailer Operators and Clerk Vehicle Dispatchers

February 23, 2009

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

- The MOU permits schedules to be extended up to 12 hours to accrue 8 hours of work. (Item #3)
- All pilot schedules and sites will be agreed upon by the national parties, not local management. (Item #3)
- Work also may be combined with other crafts to create an 8-hour assignment.
- No conversion of PVS operations to Highway Contract Routes (“mode conversions”) will occur at the pilot sites during the duration of the program. (Item #4)
- 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. (Item #4)
- When establishing extended schedules, consideration will be given, upon the expiration of Highway Contract Route contracts in the facility, to returning work that has been subcontracted. (Item #7)

## **Harsh Realities**

The union agreed to the MOU because the economic realities and low mail volumes have created unique challenges in various locations.

If you need proof, take a look around your PVS operation: You probably will see people on standby or on operation 614 (or whatever operation is used to indicate that employees are not performing productive work). There are installations with as many as 2,200 hours of standby time per week.

The work hours of Part-Time Flexibles are being reduced from more than 40 per week to less than 30; the assignments of Full-Time Regulars are being abolished, and there are an unprecedented number of unassigned regulars without assignments on a daily basis.

Keep in mind that in two consecutive five-year plans, the Postal Service cited the reduction or elimination of PVS as one of its objectives. A number of PVS operations have already been shuttered. Conversions have taken place in Stockton, Pasadena, Fresno, California; and in Fairbanks, AK.

The union recently won an arbitration case challenging the elimination of PVS in Tacoma, WA, and management was ordered to reopen the facility due to violations of Article 12 principles of seniority, posting and reassignments. This was an important victory, but it was an uphill fight, and the Article 32 subcontracting issues were not upheld by the arbitrator, meaning only the excessing was improper. Postal managers are weighing their options: Whether to attempt to have the decision “set aside” in federal court, or return the operation to Tacoma, with the possibility of excessing the employees properly the next time around.

Motor Vehicle Operators, Tractor Trailer Operators and Clerk Vehicle Dispatchers

February 23, 2009

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

## **Tough Decision**

Despite these harsh realities, this was a tough decision.

It was made with extensive input from MVS Craft Directors and activists from around the country: When we convened for the MVS Craft Conference at the National Convention in August 2008, the biggest concern was the conversion of PVS to HCR.

MVS local craft officers gathered in Washington DC in October 2008, to discuss a possible MOU. This meeting included the 17 members of the APWU's Transportation Committee, along with the following MVS, NBAs: **Joseph LaCapria (Northeast Region), Merlie Bell (Central Region) Russell Knepp (Eastern Region) D.D. Johnson (Southwest Region), and Bruce Bailey (Western Region).** The committee met for several days, engaged in vigorous debate over drafts of a similar MOU, and made recommendations for improving it. Unfortunately, no agreement was reached with the Postal Service. This MOU addressed the issue of staffing by relaxing the part-time ratio by attrition.

Weeks later, the current MOU emerged. Upon receipt of the MOU, we immediately provided a copy to the MVS NBAs and held a teleconference to discuss it. All the NBAs participated, and although they expressed concerns about some aspects of the program, there was unanimous agreement that the pilot program would not be detrimental to the Motor Vehicle Craft and that it had potential to save craft jobs.

Motor Vehicle Operators, Tractor Trailer Operators and Clerk Vehicle Dispatchers

February 19, 2009

Page 4

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

Let us assure you that we will do everything in our power to make sure that the Motor Vehicle Craft survives. We may have to make some politically unpopular decisions, but we will not allow the lights to be turned off on PVS. We will not stand by and watch management pick off one installation after another without looking at alternative ways to preserve our members' jobs.

Yours In Union Solidarity,



Michael O. Foster  
Assistant Director  
Motor Vehicle Service Division



Robert C. Pritchard  
Director  
Motor Vehicle Service Division

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Encl: MOU, Subject: Postal Vehicle Service (PVS) Amended Work Rules Pilot

## **Mail it in, post office tells 9**

### **Labor dispute allowed employees to get paid for doing nothing**

*Sunday, June 13, 2010 02:57 AM*

**BY JEB PHILLIPS**

***THE COLUMBUS DISPATCH***

A group of Postal Service employees in Columbus spent five days in late May and early June being paid to do no work.

A supervisor told them to stay in an area of the processing and distribution center near Port Columbus.

The nine men played cards and took naps. One of them brought in coloring books, and they had a contest to see who could make the prettiest picture. They all earned their regular wages, \$20.58 to \$26.34 per hour.

This was the latest move in a labor tangle that began with the Postal Service trying to save money. In 2006, the national service processed

213 billion pieces of mail. Last year, the number was 177 billion, said Victor Dubina, a service spokesman. With falling mail volume comes falling revenue.

The Postal Service has proposed to deliver mail five days a week instead of six to save money nationwide. To save money in Columbus, last year it contracted out 54 trucking jobs that postal employees used to have.

Those 54 former postal truckers were moved into other jobs. Some interpreted that as a demotion and decided to fight it through a federal appeals board. The appeals have led to months of legal back-and-forth, and eventually, to days of being paid to do no work.

"I don't see how they are saving money," said Tom Garten, 53, one of the former drivers.

"I have a lot of time invested here, and the way they did this ..." said Mike Edwards, 59, one of the former drivers. "I feel the post office blundered their way all through this."

The Postal Service won't talk about the case because it's still being argued before an administrative judge. But filings to the Merit Systems Protection Board lay out some of its positions.

The drivers, though, talked about the case, saying the public should know how the Postal Service treats employees when trying to save money.



The Postal Service was having trouble finding eight hours a day of continuous work for all of its truck drivers in early 2009 because of shrinking mail volume and other issues. Sensing trouble for the drivers, their representatives at the American Postal Workers Union signed an agreement that would keep the drivers in their jobs.

But the agreement meant that drivers could work wildly varying schedules, sometimes taking a four-hour break in the middle of an eight-hour shift. A district's truckers could decide whether they would be part of the agreement. The Columbus drivers thought the schedule included impossible timetables.

While they were still trying to decide their position, they were told they had waited too long, said Richard Kidwell, a former driver and the local union steward.

Within a month, their jobs were contracted out. In summer 2009, the drivers learned they all would become mail handlers except one, who would become a letter carrier.

Kidwell and other drivers argue that was a demotion. They continued to make the same amount of money but were put in comparatively unskilled positions. They lost their seniority, meaning they now had little choice about the schedules they worked or their days off.

"It was a slap in the face," Kidwell said.

Under the union contract, the Postal Service could move many of the drivers into new jobs, even if they were demotions. But it could not demote the drivers if they were military veterans, who get special consideration in federal jobs. Kidwell and 23 others are veterans.

All except five of those veterans appealed the job changes to the Merit Systems Protection Board. Nine eventually agreed to remain mail handlers. But 10 others, one of whom has since retired, kept up the fight. The Postal Service argued that the job changes weren't demotions.

Months of negotiations and legal filings followed. In May, a Postal Service attorney argued to a board administrative judge that the appeals were now moot. The truck drivers had been given their driving jobs back, the attorney wrote.

Except that was true only on paper, say Kidwell and the eight other drivers. They weren't driving trucks. They were playing cards and having a coloring contest. They spent a few days training to be letter carriers, a job they wanted even less than mail handler. But they never drove trucks.

Letters from the Postal Service to the drivers also make it clear that they would be "drivers" for one, two-week pay period only. Then, "you will be placed into the Letter Carrier Craft," said the letters, signed by Marvin B. Coleman, the manager of labor relations for the Columbus Postal District.

In fact, those nine drivers are now working as letter carriers. Almost all say they aren't physically able to walk a route several hours per day. A few have gone home sick or injured.

The Postal Service says that its national work force is down to 565,000 from 800,000 in 2002, and they managed to do that through attrition instead of layoffs. They are cutting costs and positions without cutting people.

That's not quite how it feels to the drivers. "I think they are trying to force us to leave," said Harold Chanay, 55.

The drivers expect a ruling on their case this month.

jeb.phillips@dispatch.com

are bargaining in bad faith.

- The USPS feels the APWU should be able to make a decision within two weeks.

# Are we being set up to fail?

- Both Local MVS officials and Local managers say these proposals CANNOT be implemented.
- They do not address critical dispatches.
- Buildings are not big enough to hold the mail over the weekend or equipment during the day.
- No empty equipment runs.
- Spotting is not covered.
- Schedules cannot be done in 8 hours.

# How can we protect PVS?

- Prepare a counter proposal
- List all of the problems with the runs
  - A. Omitted work
  - B. Unrealistic times between stops
  - C. List any errors in complement or equipment
  - D. List critical work that is omitted like spotting
  - E. Prepare new runs with the same times, but with shorter lunch break

# What if we reject the Pilot?

- Do a counter proposal anyway.
- Engage your politicians.
- Insist on enforcing all of your Veteran's rights.
- File a grievance under Article 1 and 7 and another under Article 32.1 and Article 32.2.
- File an Article 12 grievance.

**USPS Inter-  
Management  
Communications  
PVS Pilot MOU**

# HCR to PVS



## Evaluating Expiring Highway Contract Route (HCR) Service

The MOU states that consideration will be given, upon the expiration of applicable highway contract routes (HCR), to returning the work that has been previously subcontracted to PVS, and the Postal Service will determine the efficiencies of combining such work. This means that the Area DN will identify all HCRs expiring during the calendar year of the proposed PVS pilot date and evaluate the feasibility of returning the work to PVS. Although analysis of cost may identify HCR service is more economical, this analysis may provide an opportunity to lower the number of impacted employees who would otherwise be excess.

# **MOU and Article 32**

## Area Distribution Networks (DN)

Each Area DN will be responsible for prepping PVS schedules for the PVS route and schedule optimization tool. The tool will be used to increase vehicle utilization through the formation of efficient, multi-stop trips that incorporate the flexible schedule work rules. The optimization tool will minimize the number of trips required at each PVS pilot site.

The Area DN will also prepare an Article 32 proposal for each pilot site recommended. Both packages will be submitted to Surface Operations to initiate the process.

**What Work is  
Included?**

**What Work is  
taken from PVS?**

The general “rule of thumb” for identifying trips that are candidates for “cross out” include:

- No service or minimal service between 10:00am and 2:00pm. To the maximum extent possible, all service between these hours should be identified for elimination.
- All Sunday service should be identified for elimination. Service sensitive transportation such as trips to/from THS facilities or AMCs should be evaluated and consolidated when possible.
- Multiple trips to/from the plan operating between the same service points with 50 percent or lower utilization should be deleted. Volume should be consolidated onto remaining trips to increase utilization. Attention must be given to low utilization transportation that transports Express Mail to meet service commitments.

- All spotter service should be reviewed and actual need should be validated.
- Unassigned time should be severely reduced. Hours should remain in schedules for responding to on-demand service.
- All stops should be validated to ensure schedule accuracy. There should be continuity at all facilities for the amount of time allowed for each stop.

# Collecting Data

- The Service has not divulged what will happen to the employees that will be impacted by the reduction in complement.



# Seattle, Washington

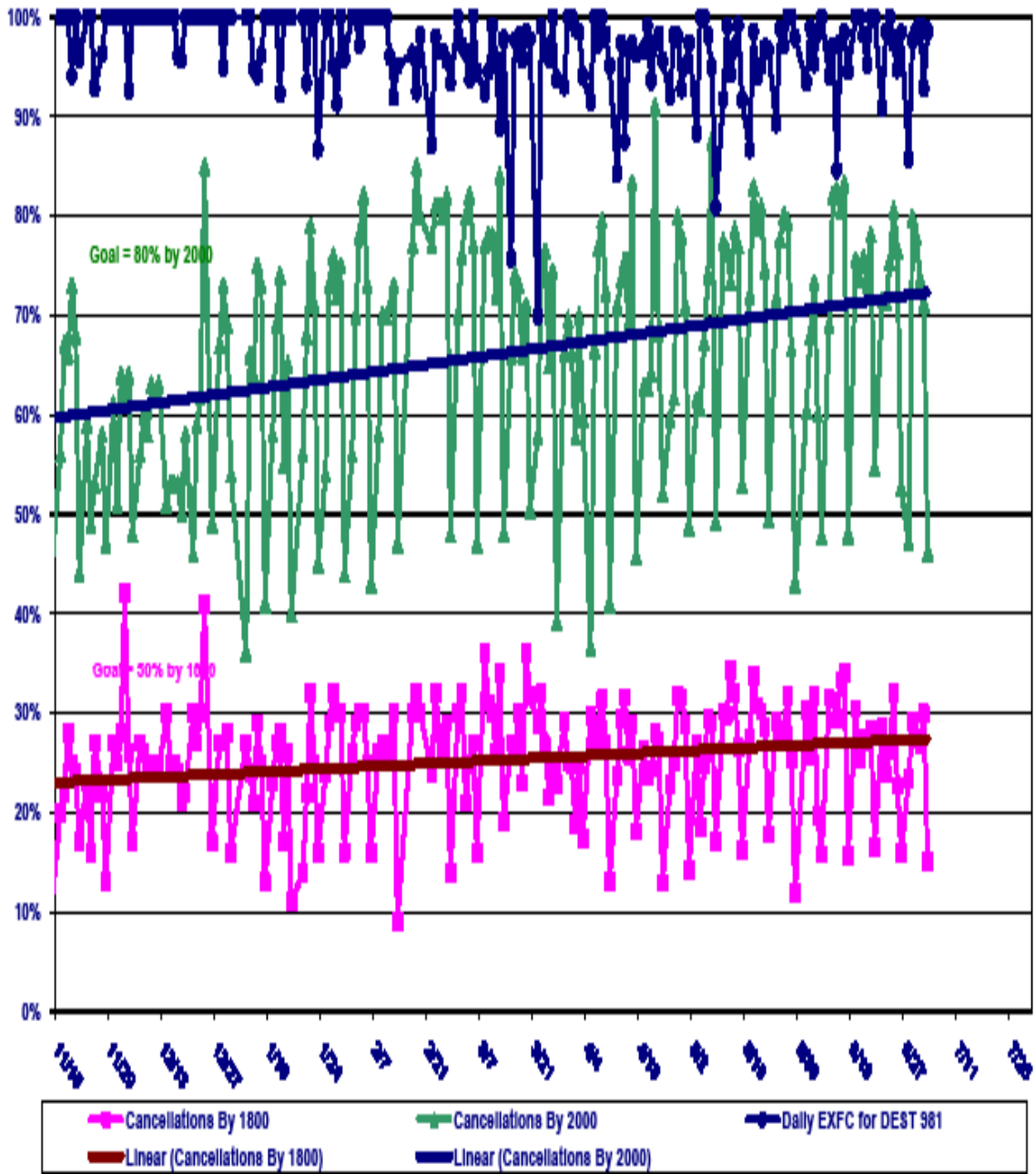
# Seattle, Washington MOU Data



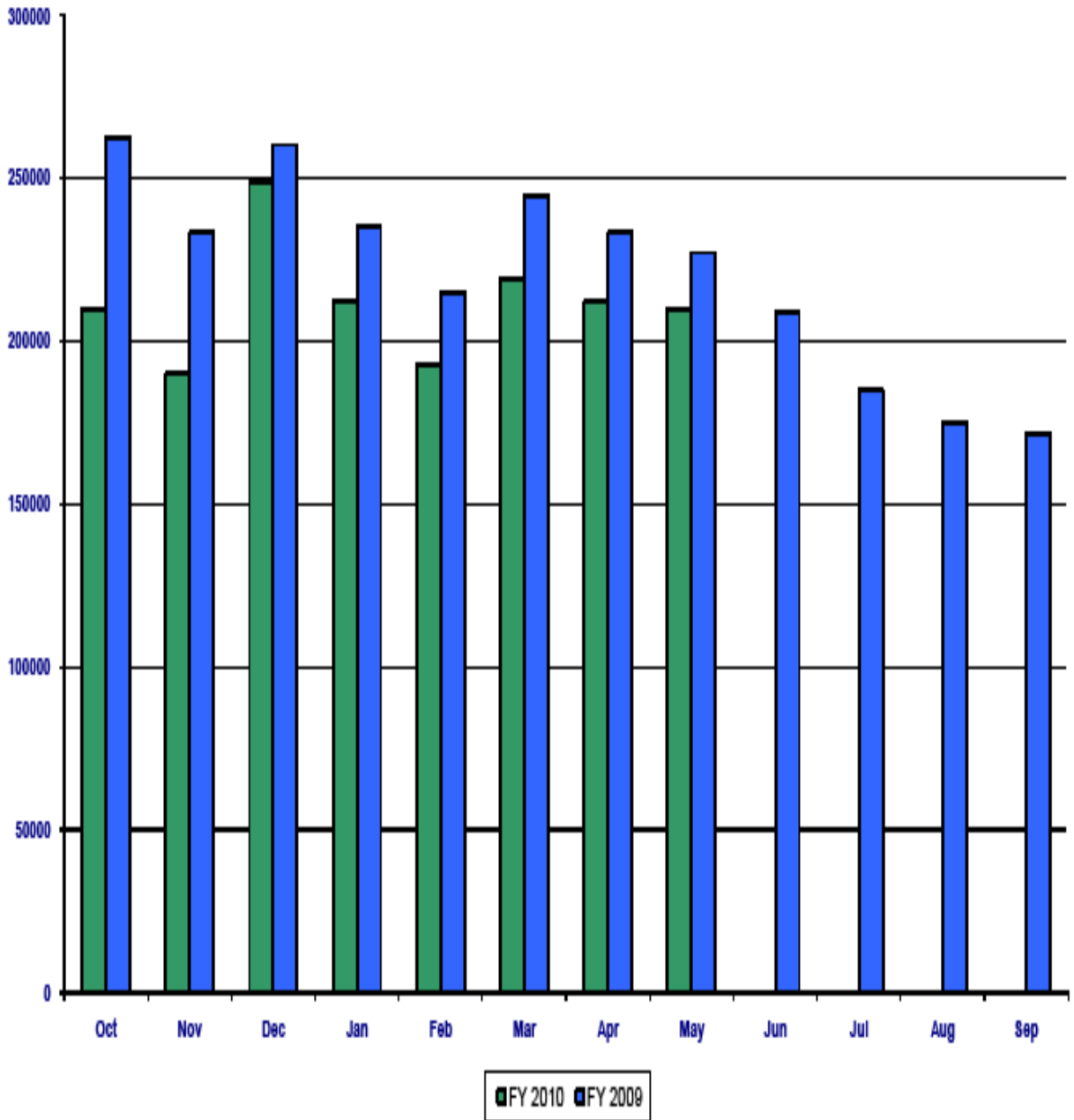
# Seattle Tracking Post MOU

Goal = 100% On-Time

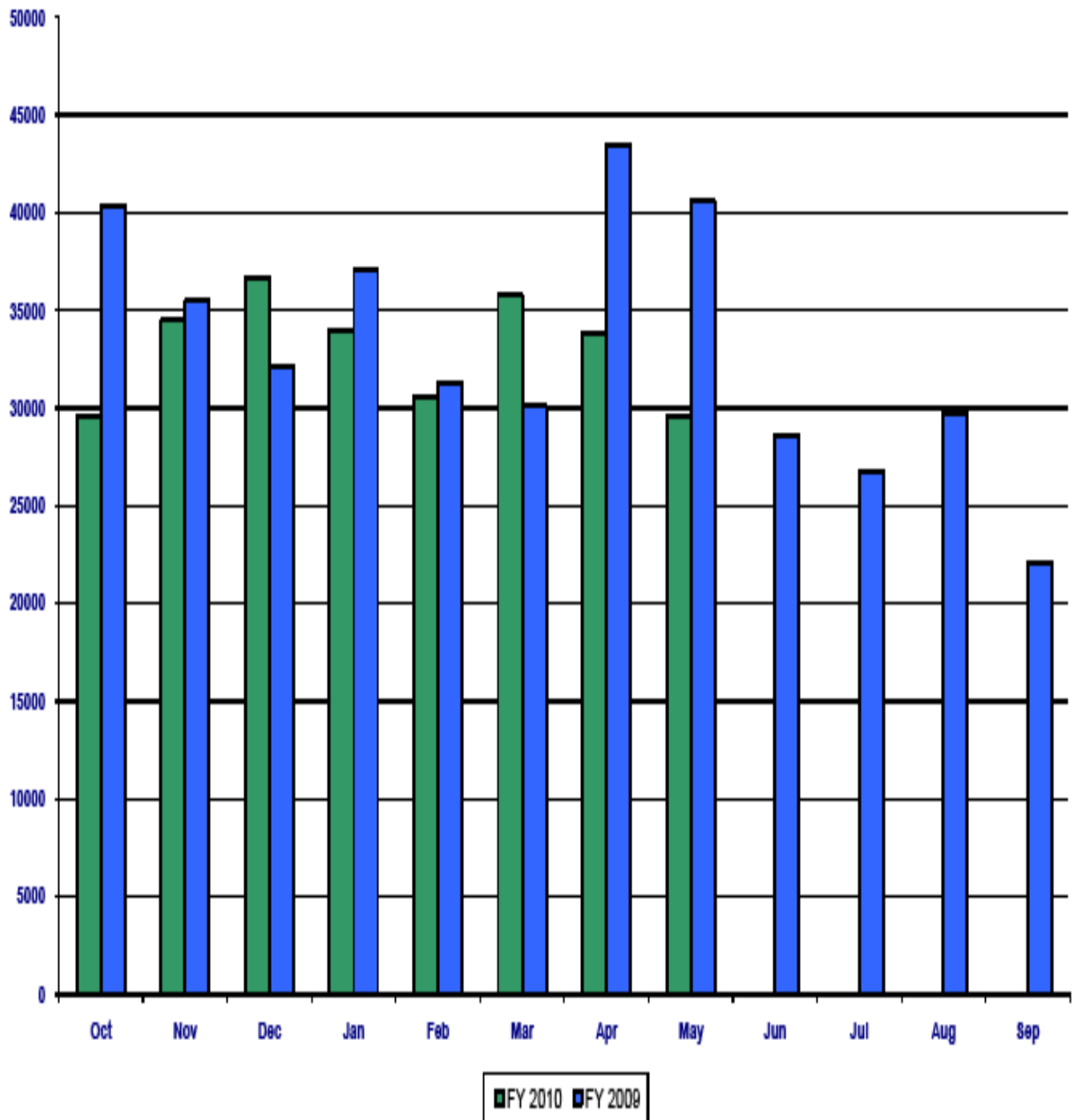
Implementation Date 10/17/2009



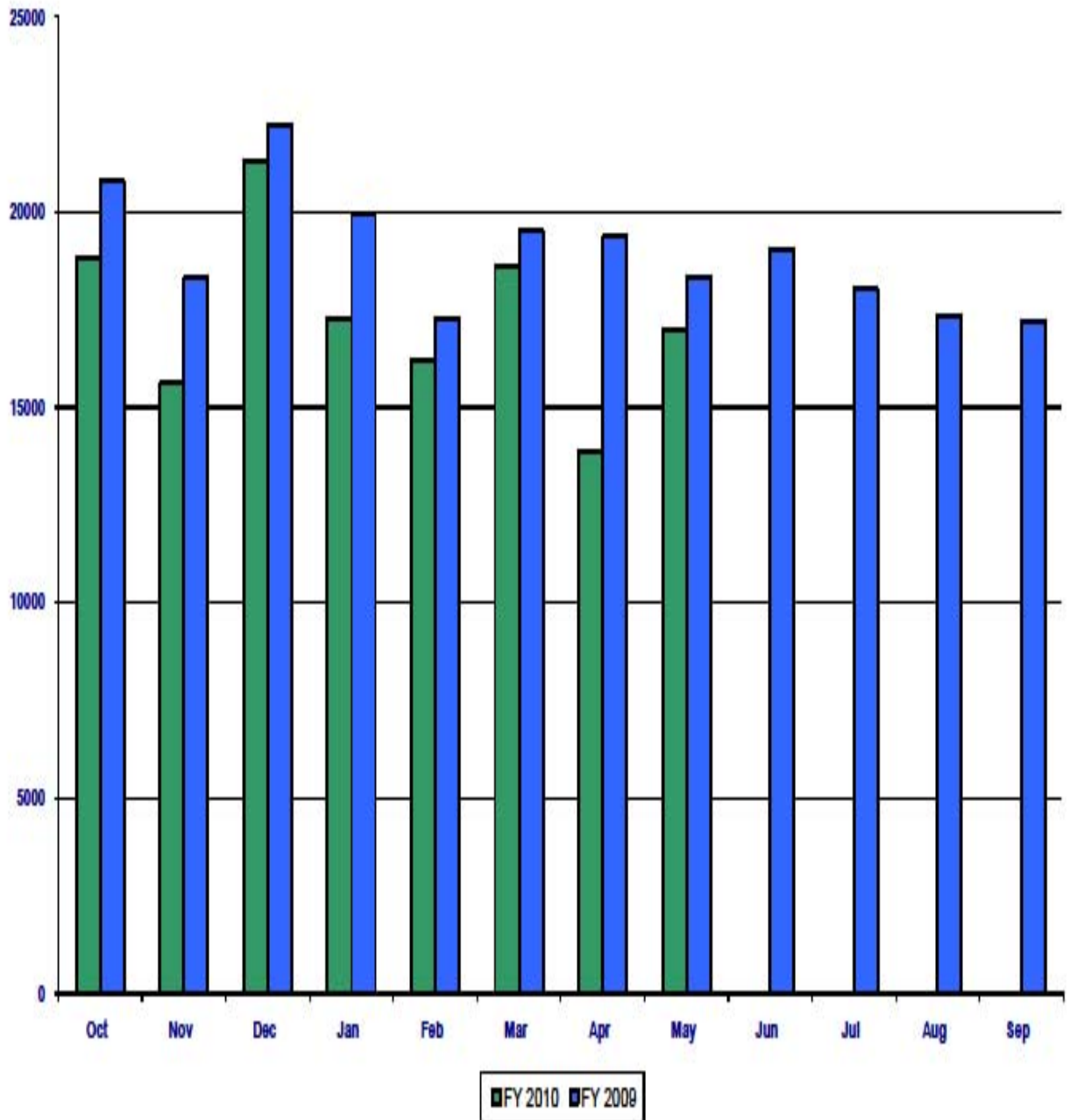
## Seattle PVS Mileage - Total Miles



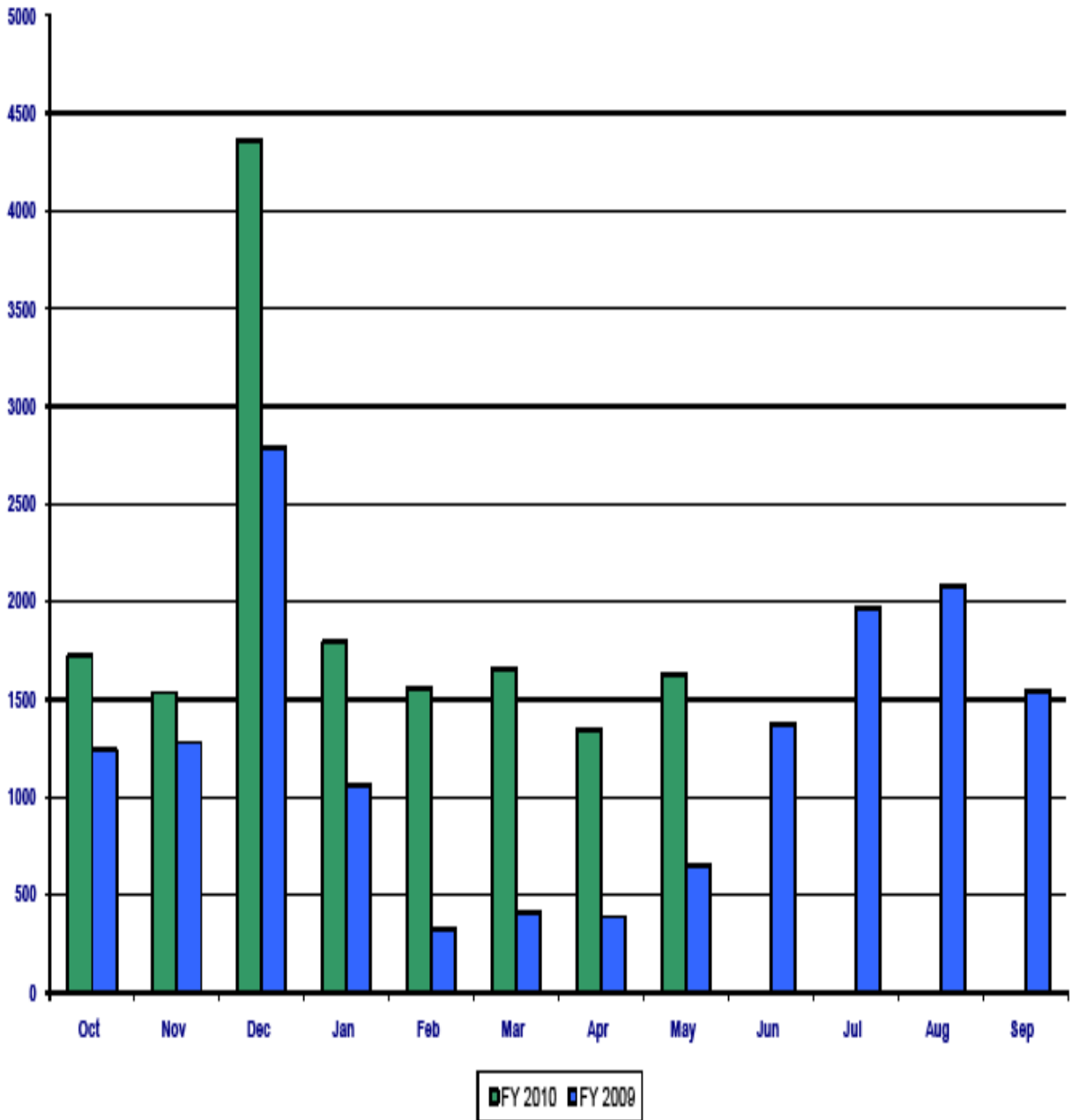
## Seattle PVS Fuel - Total Gallons



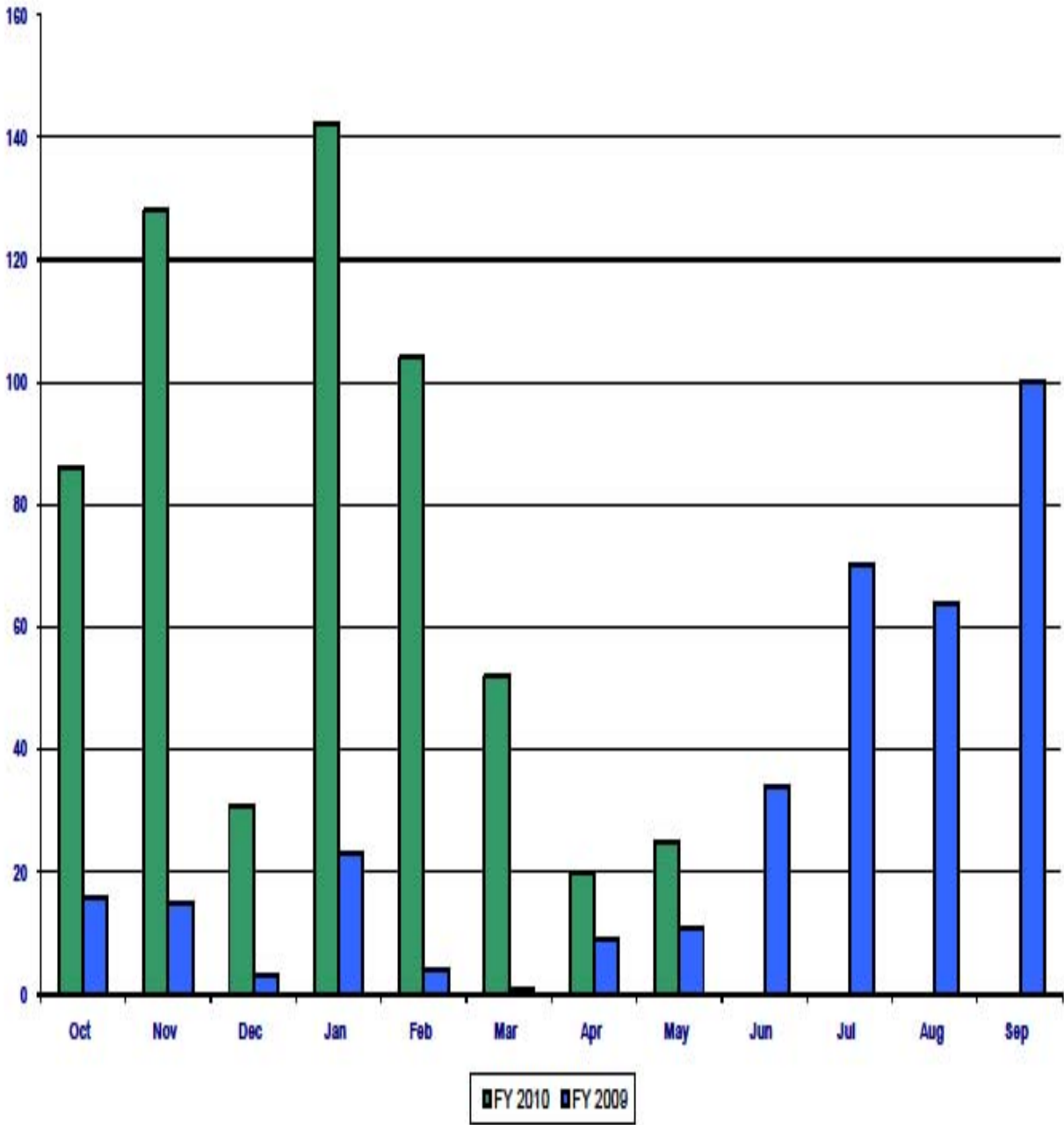
## Seattle PVS Workhours



## Seattle PVS Overtime Hours

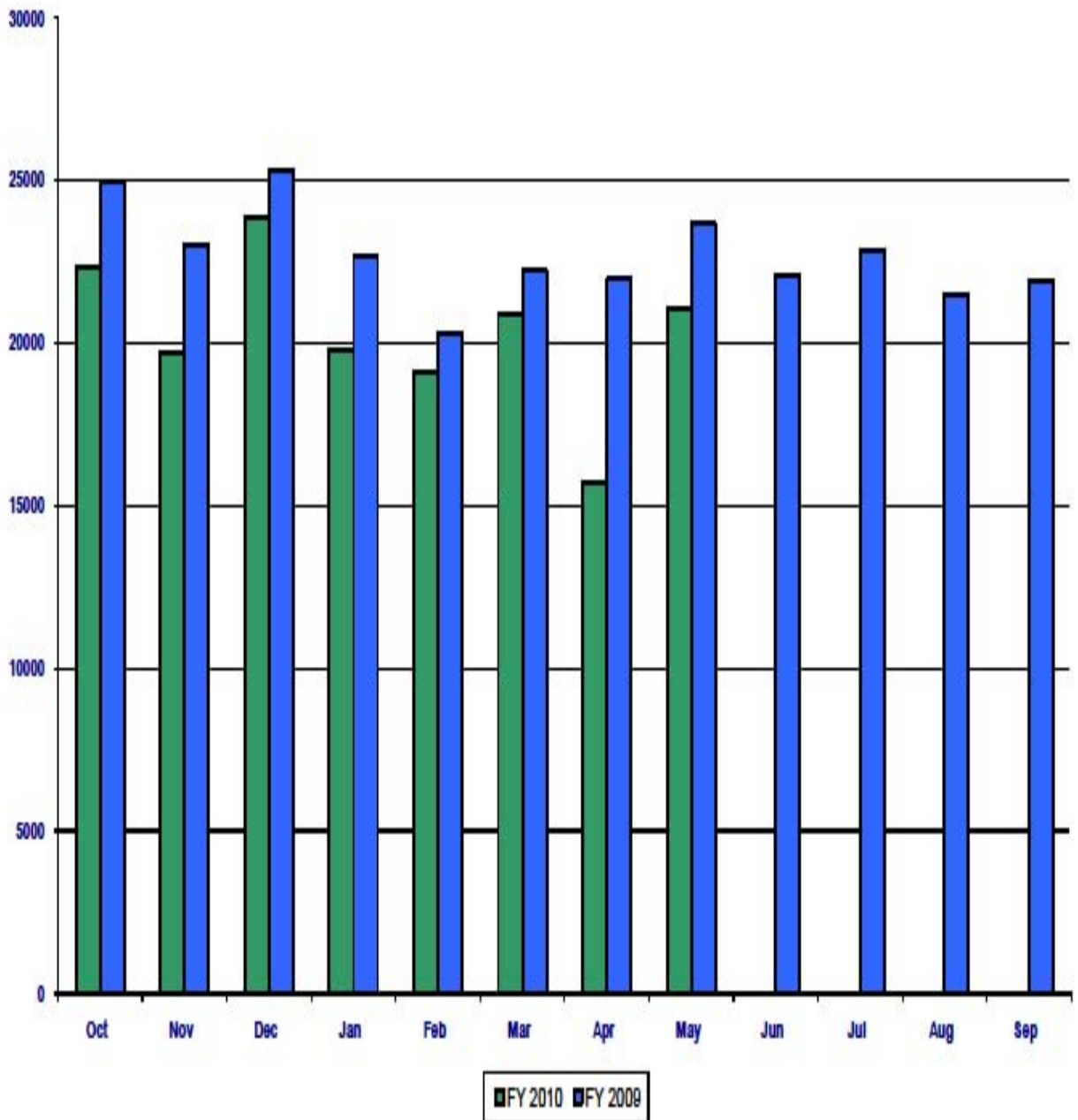


Seattle PVS Penalty Overtime Hours



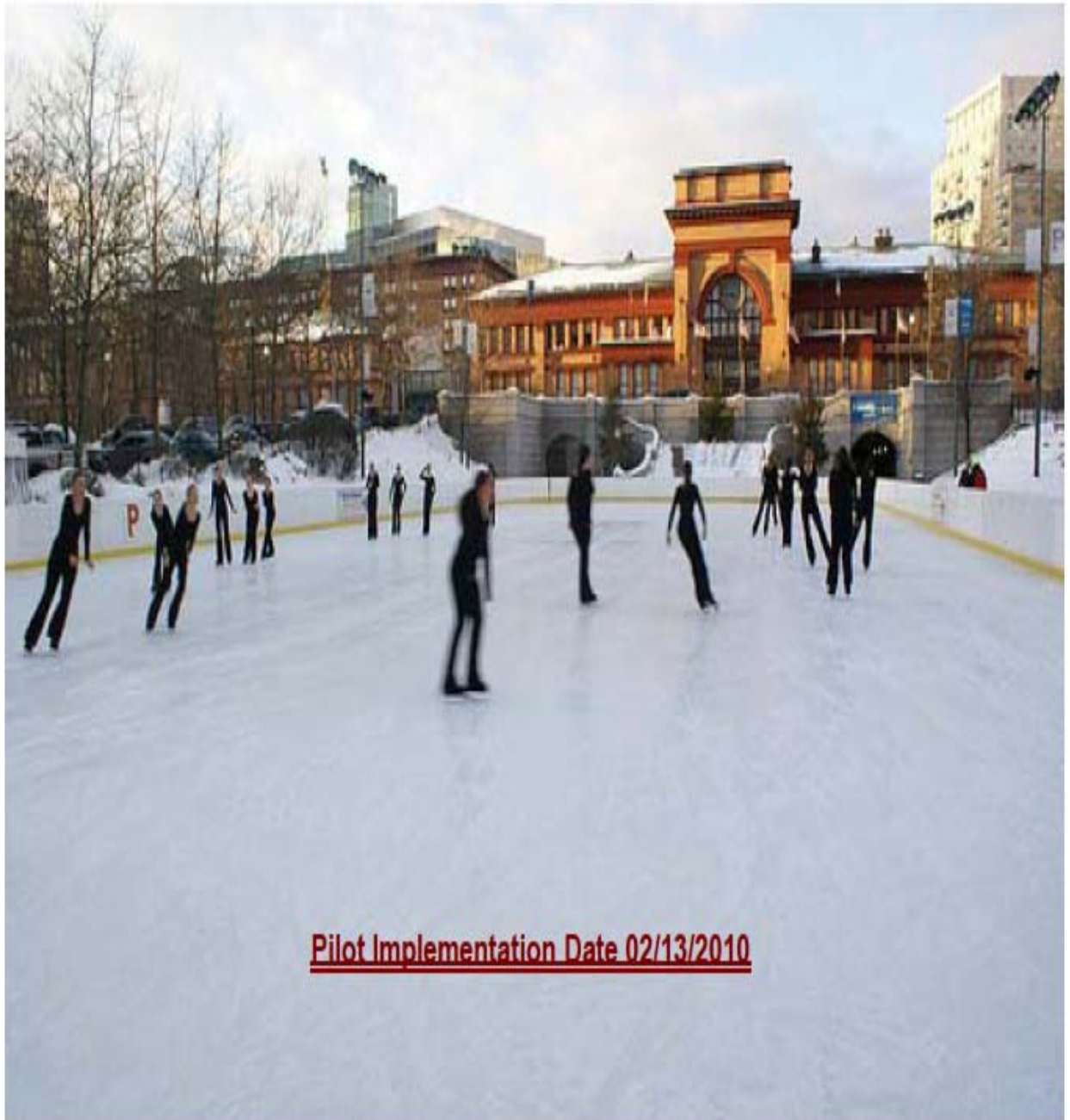


## Seattle PVS Paid Hours



# Providence, Rhode Island

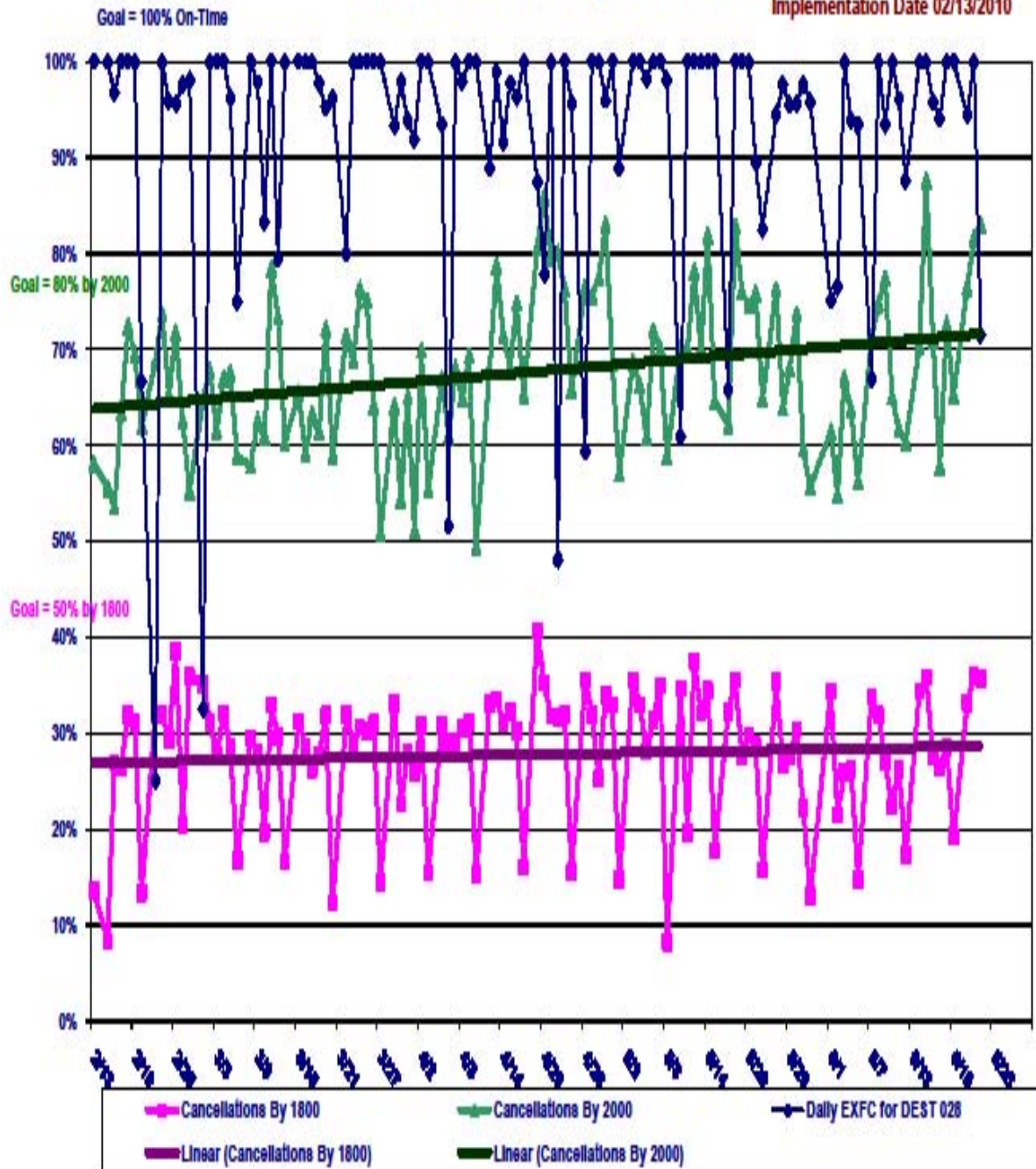
# Providence, Rhode Island MOU Data



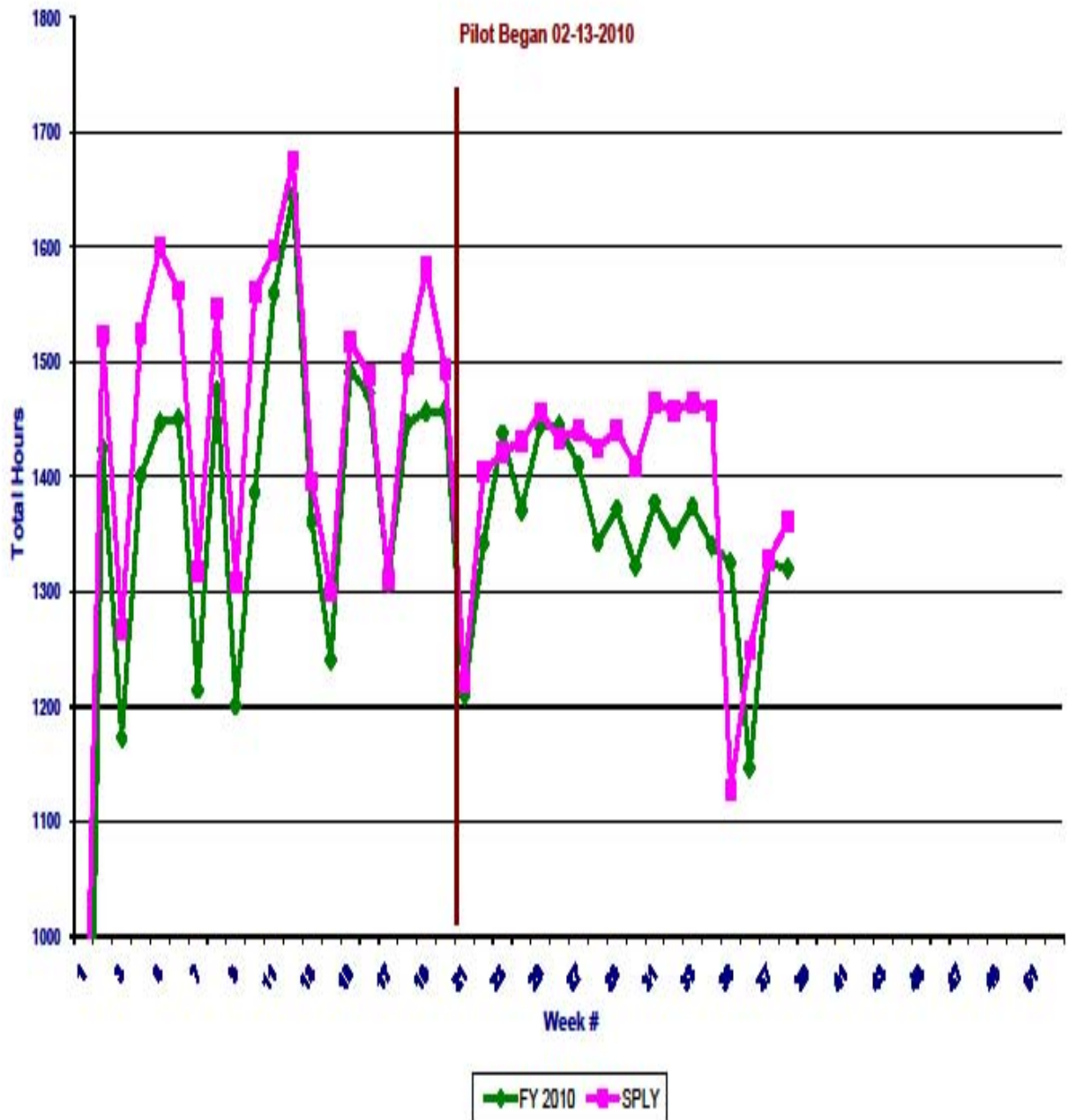
Pilot Implementation Date 02/13/2010

## Providence Tracking Post MOU

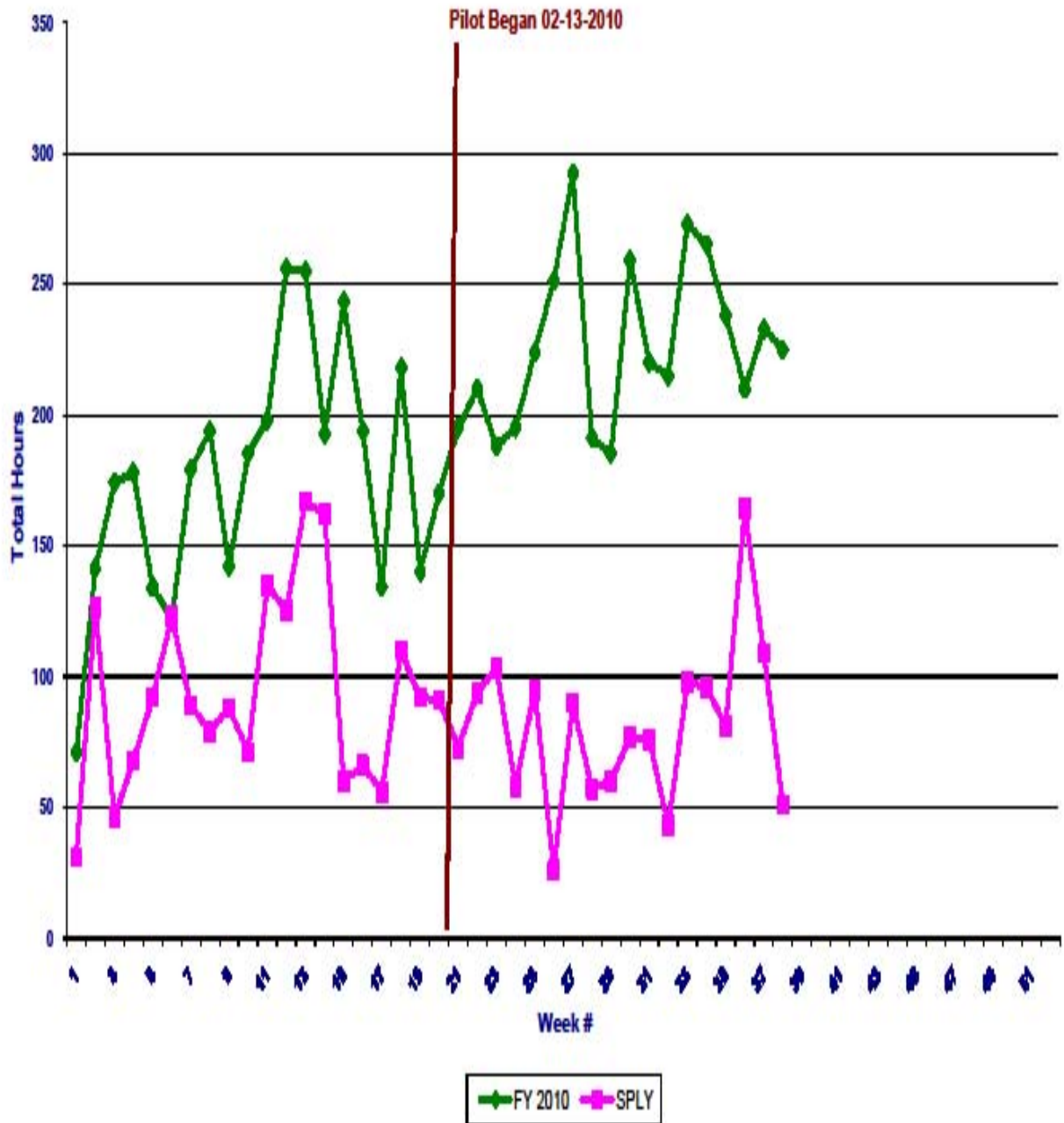
Implementation Date 02/13/2010



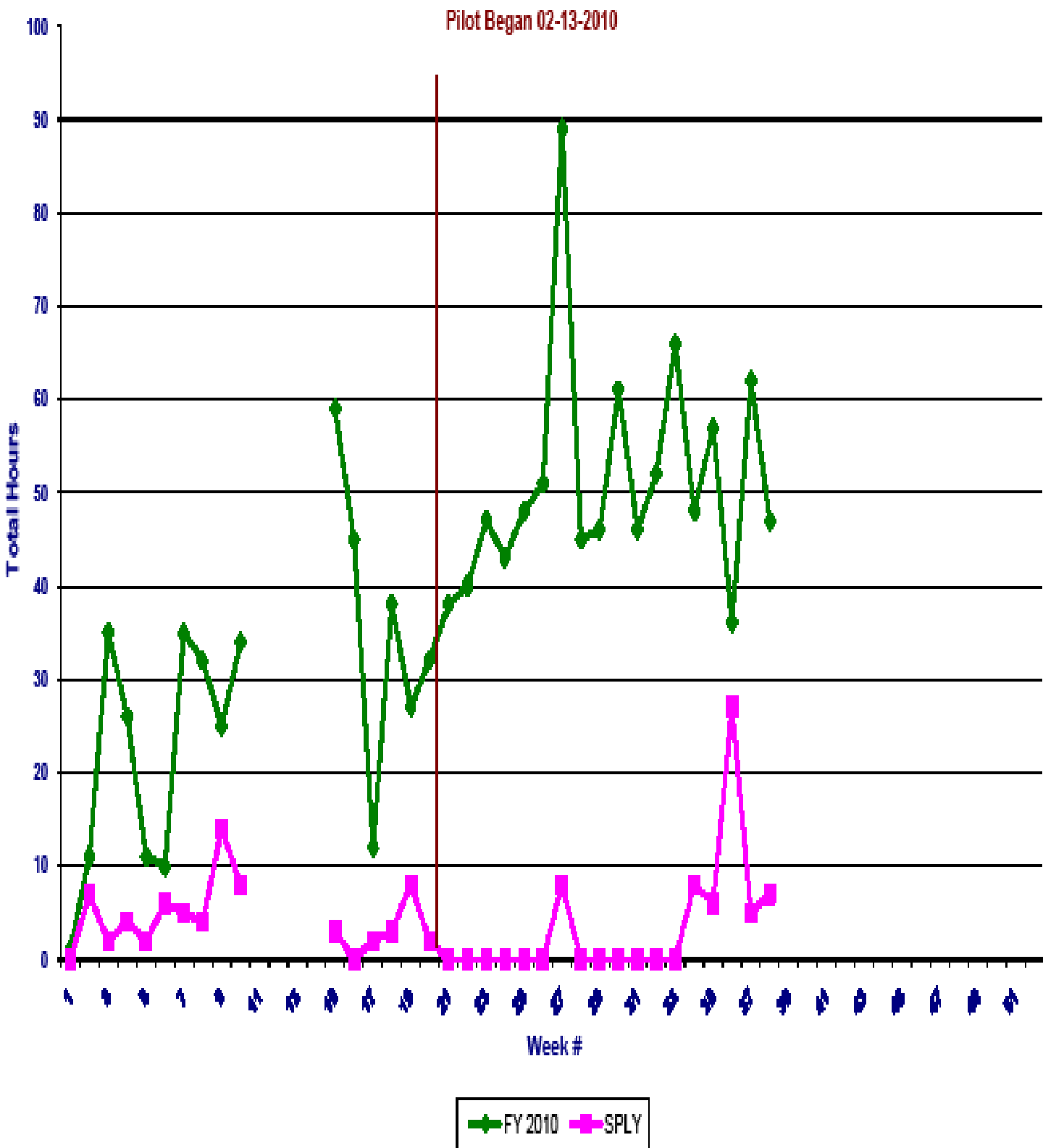
## Providence PVS Work Hour Tracking



## Providence PVS Over Time Tracking

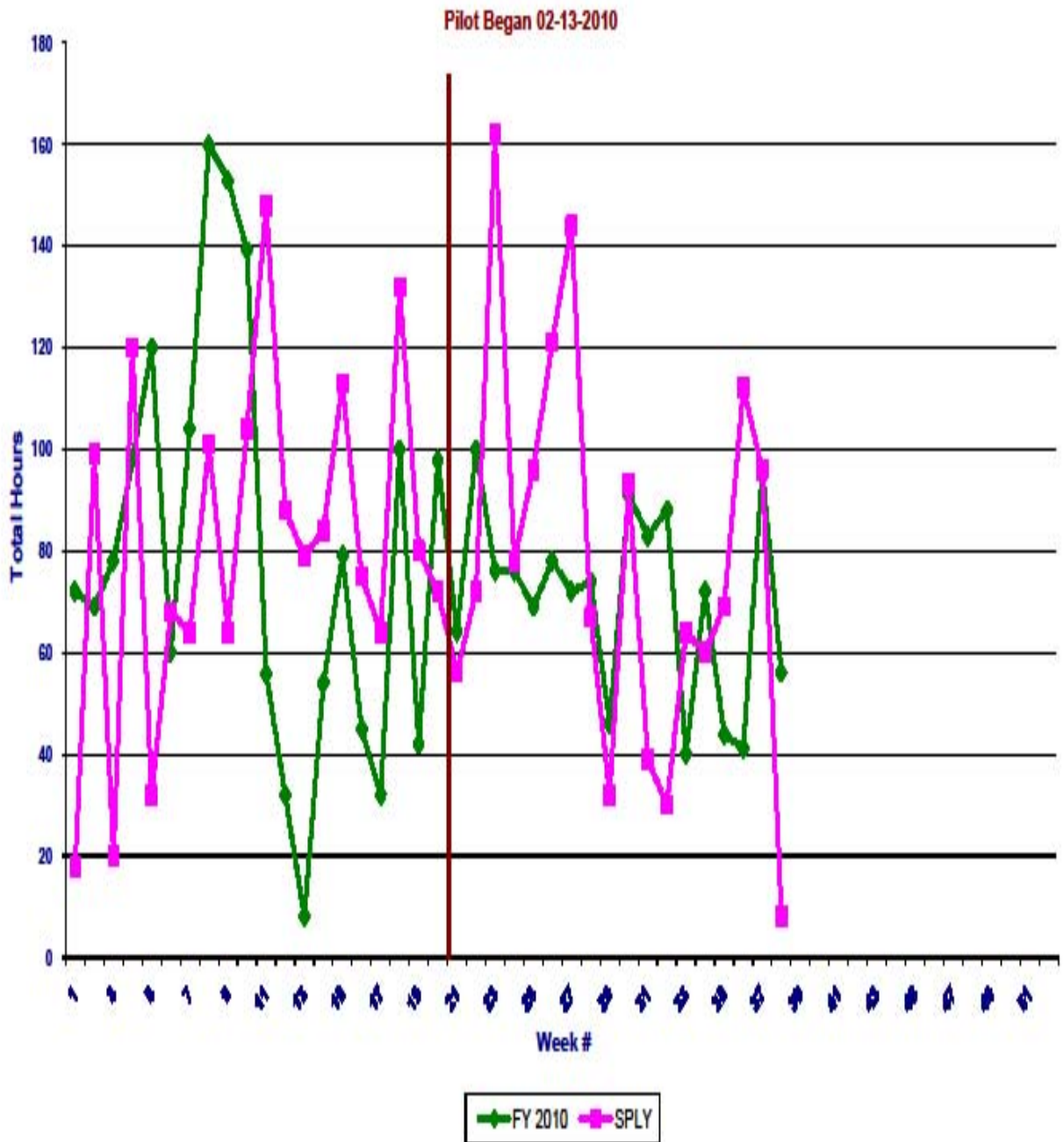


## Providence PVS Penalty Over Time Tracking



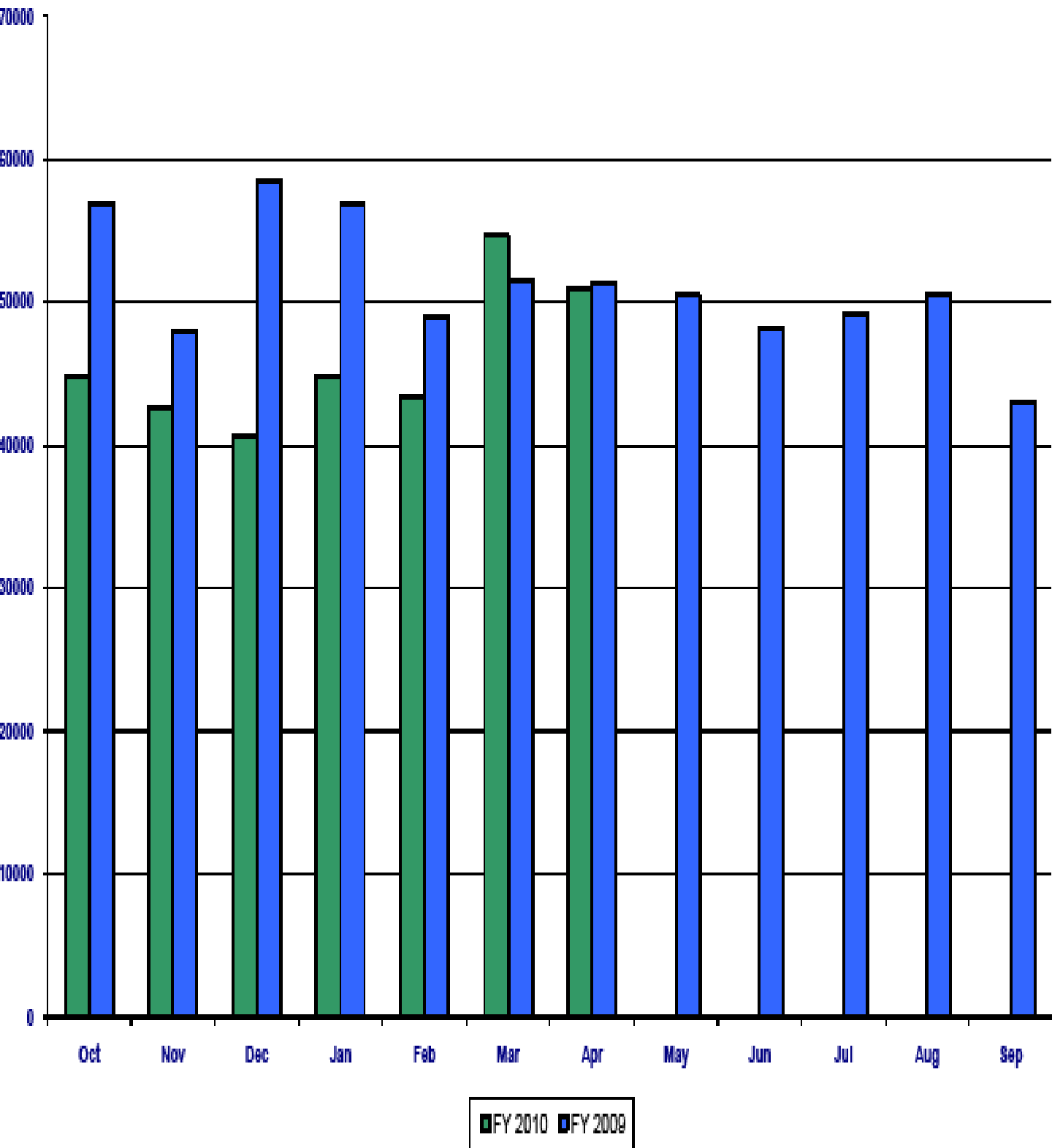


## Providence PVS Sick Leave Tracking

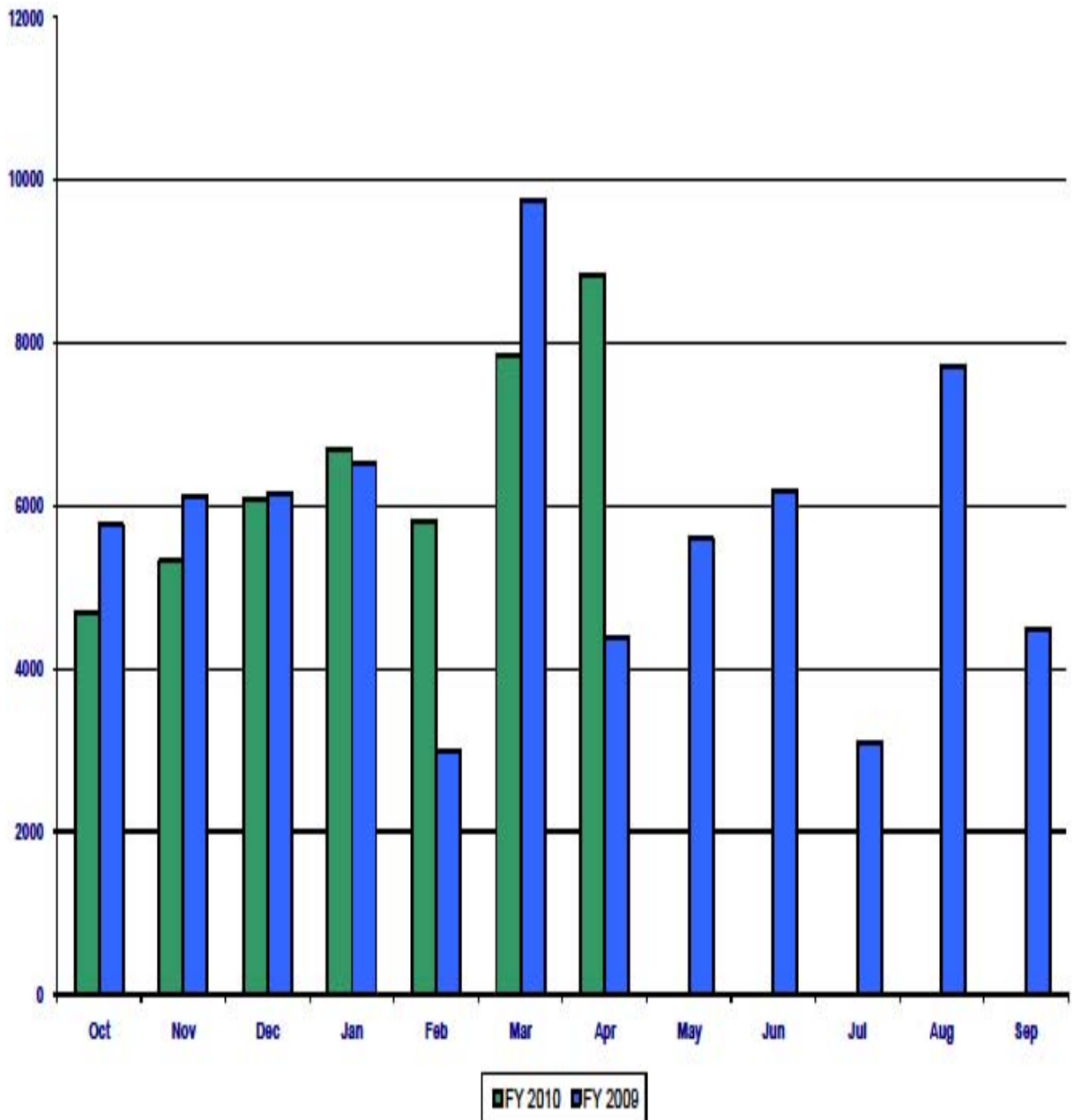




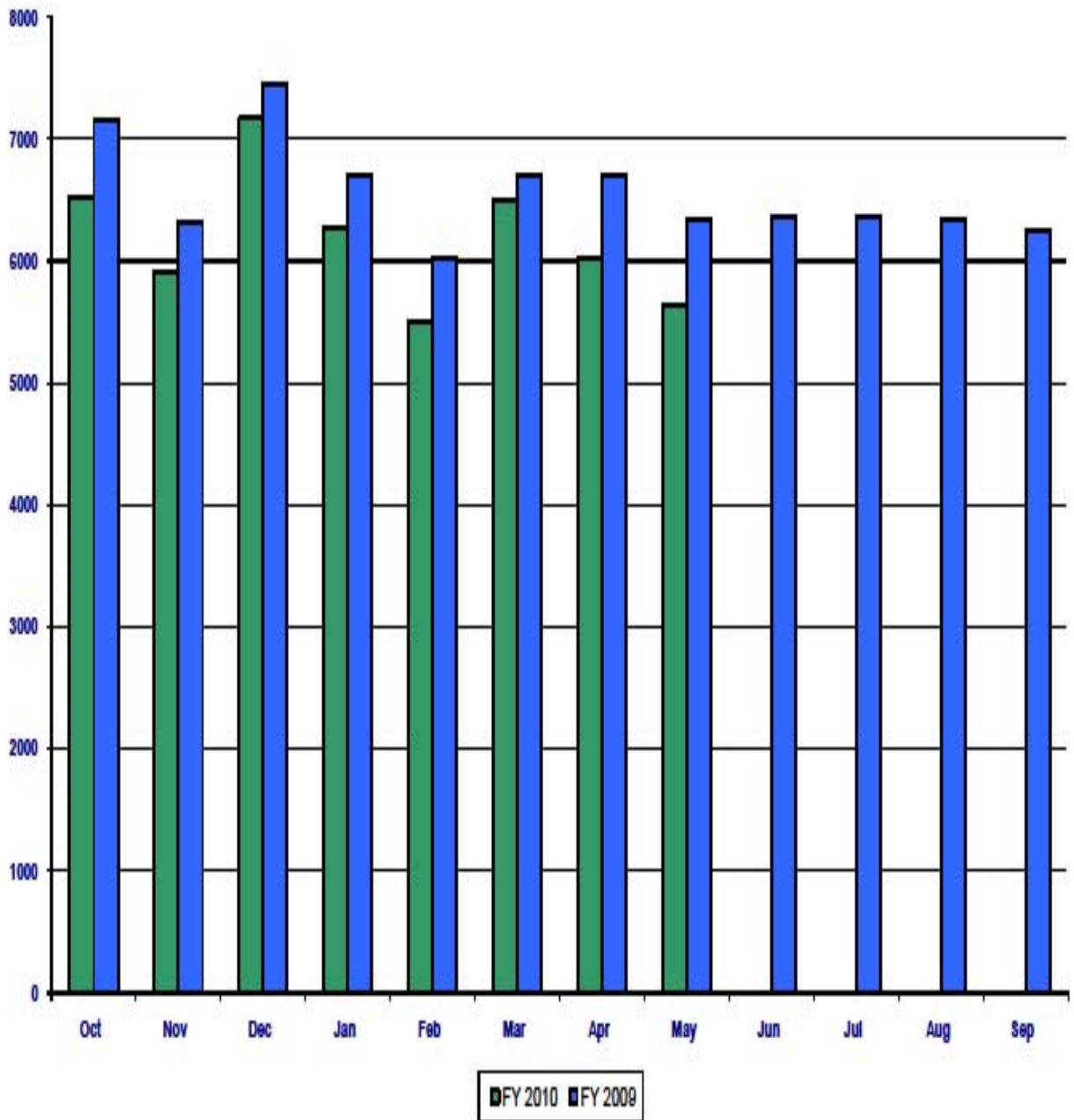
## Providence PVS Mileage - Total Miles



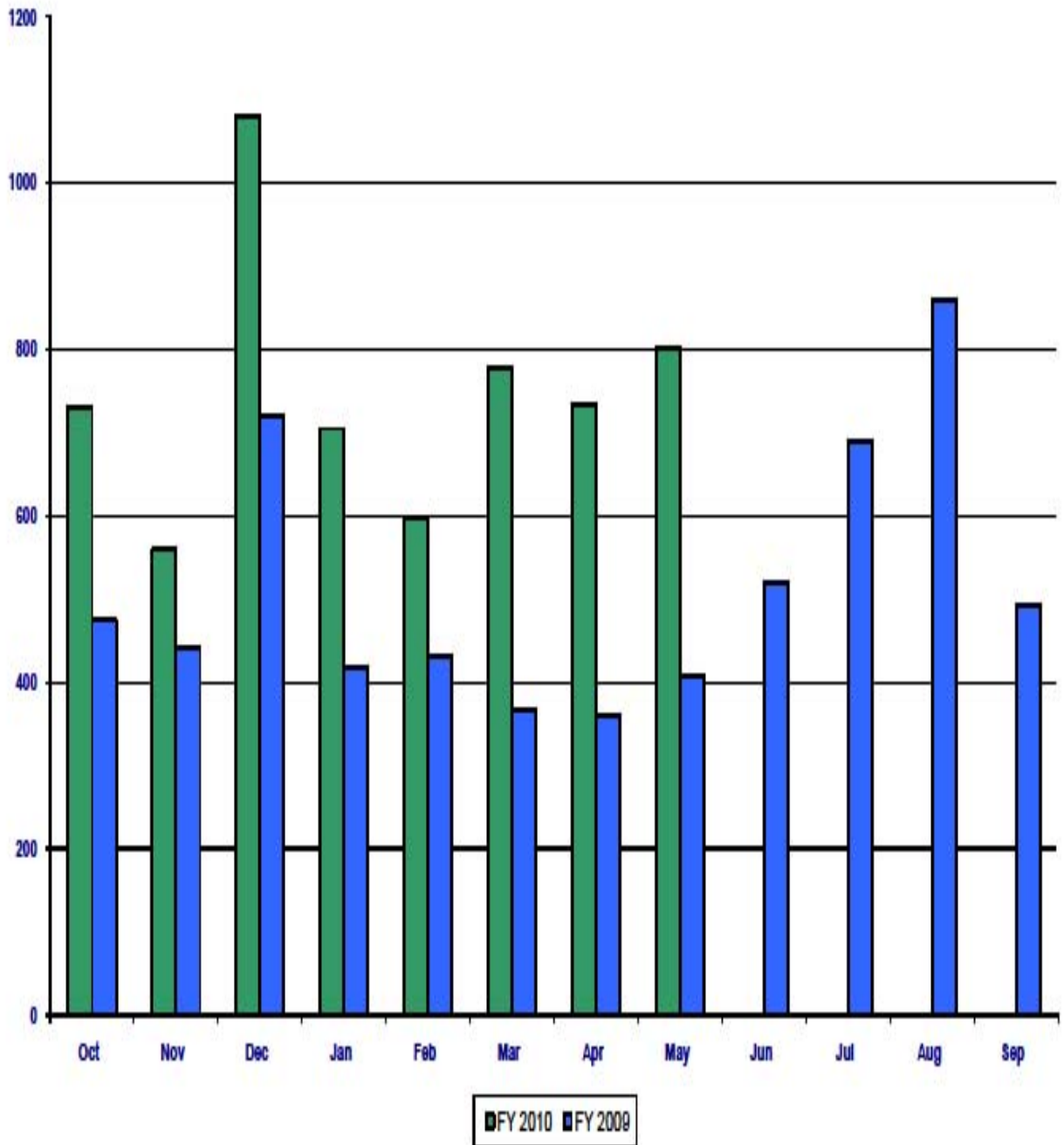
## Providence PVS Fuel - Total Gallons



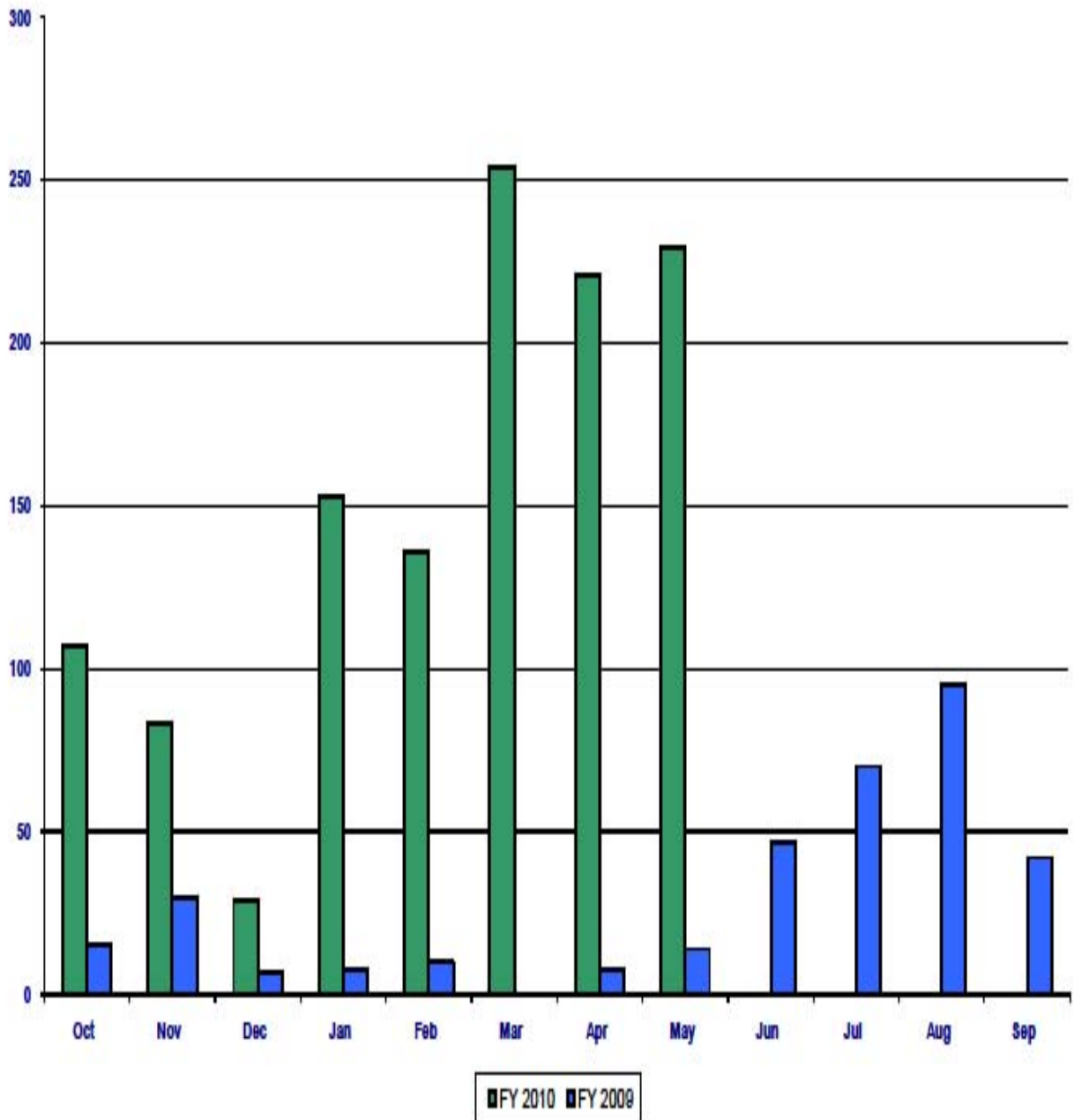
## Providence PVS Workhours



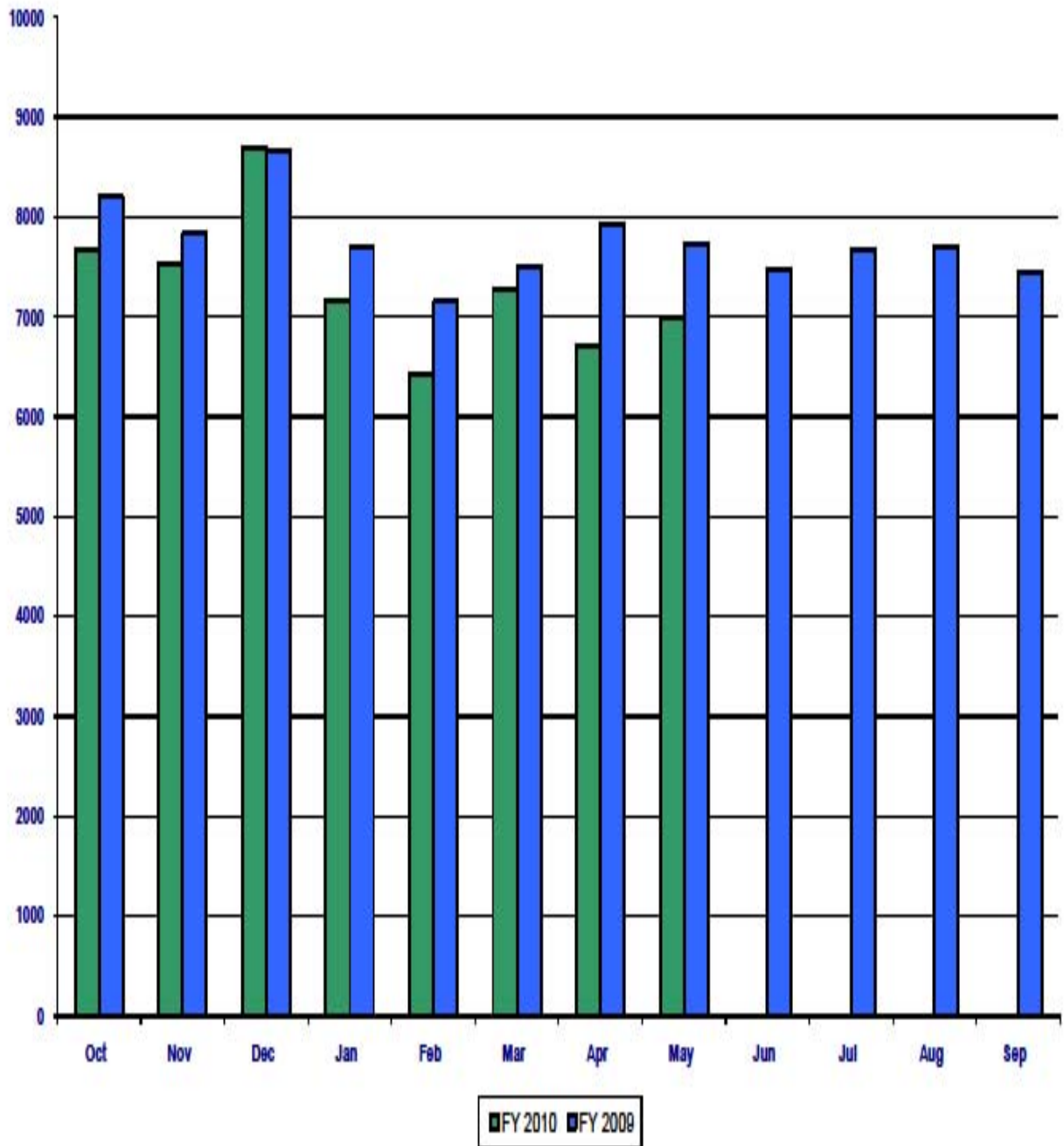
## Providence PVS Overtime Hours



## Providence PVS Penalty Overtime Hours



## Providence PVS Paid Hours



# Memphis, Tennessee

# Memphis, Tennessee MOU Data

Pilot Implementation Date 06/19/2010





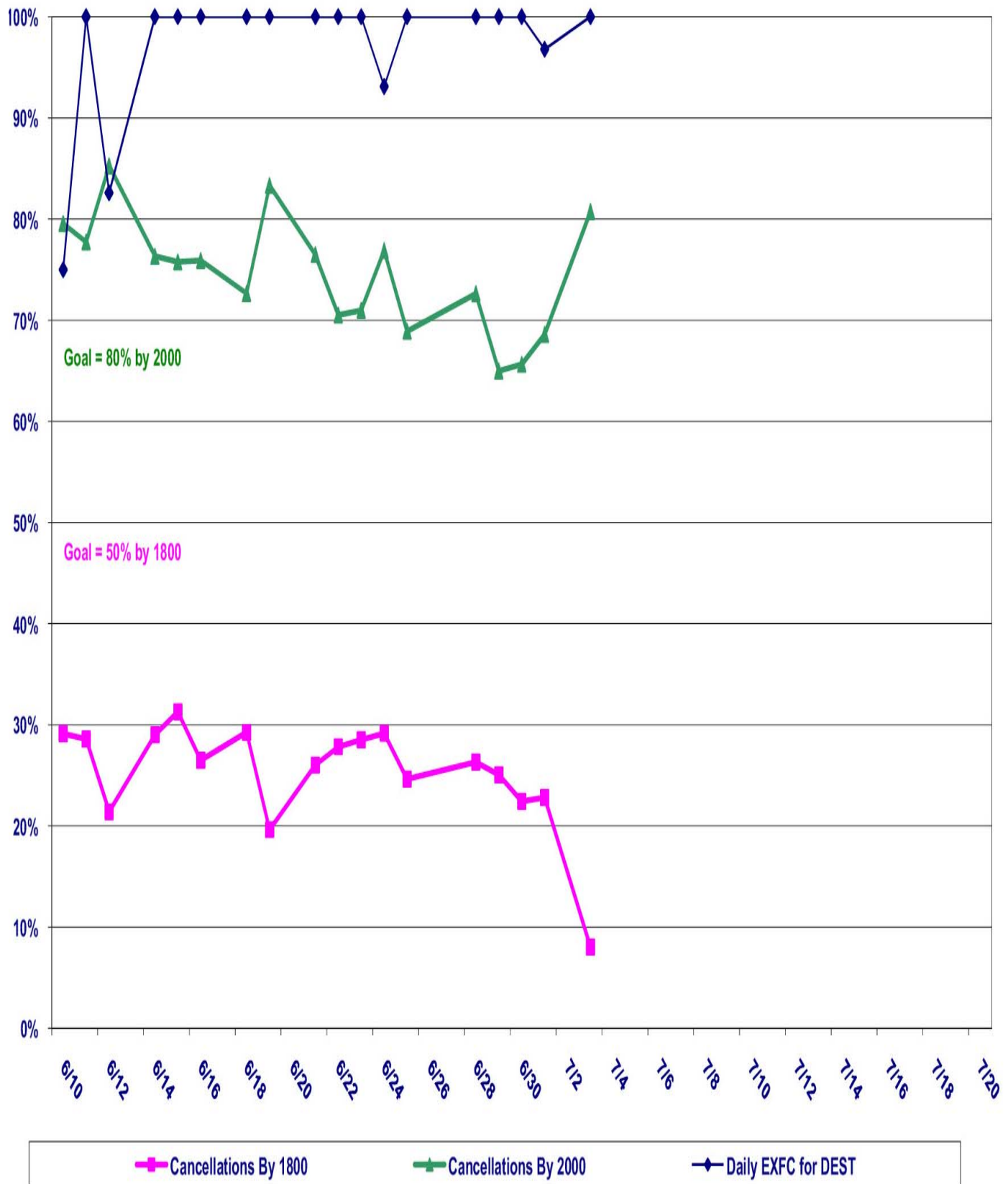
# Memphis Tracking Post MOU

Implementation Date 06/19/2010

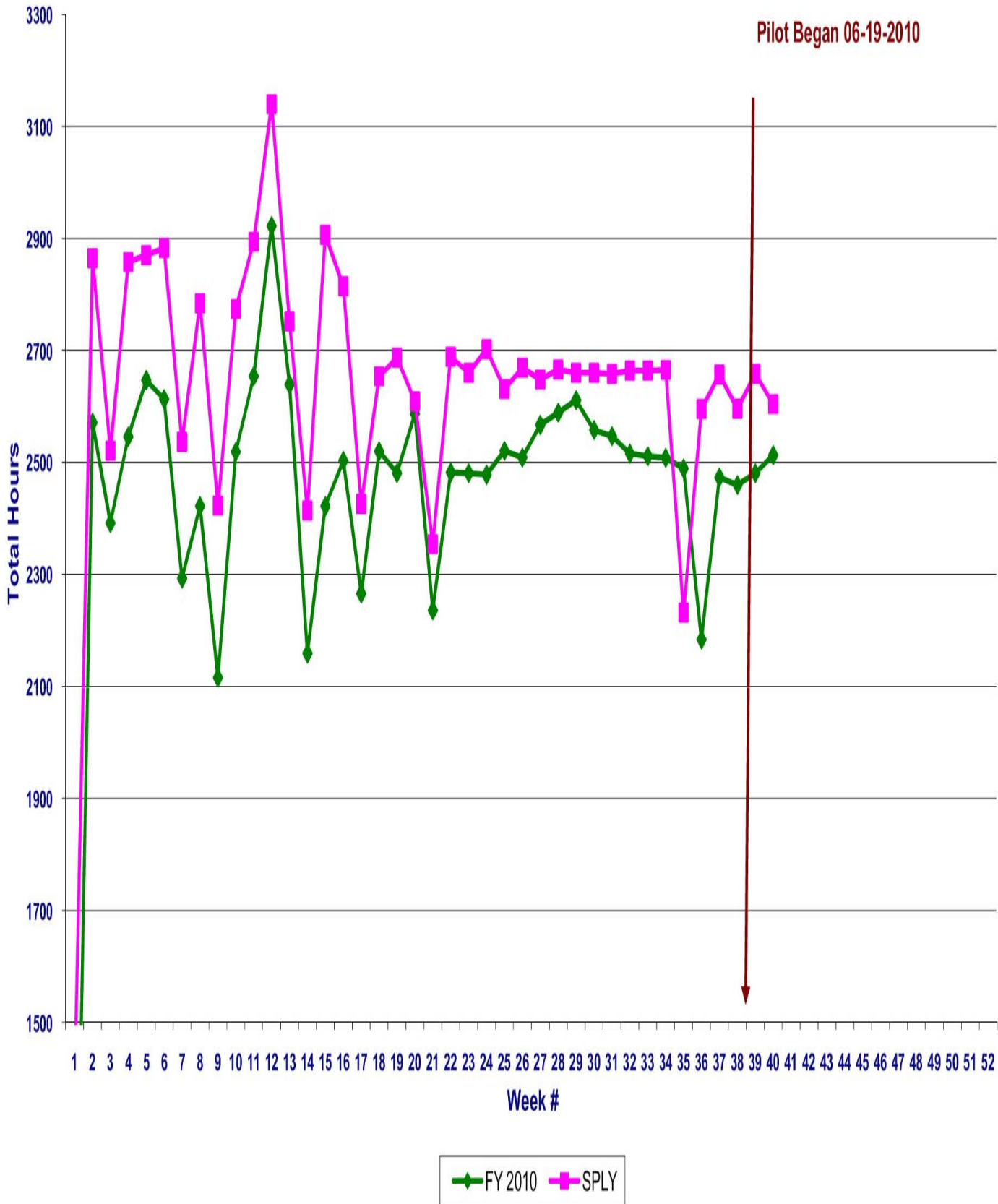
Goal = 100% On-Time

Goal = 80% by 2000

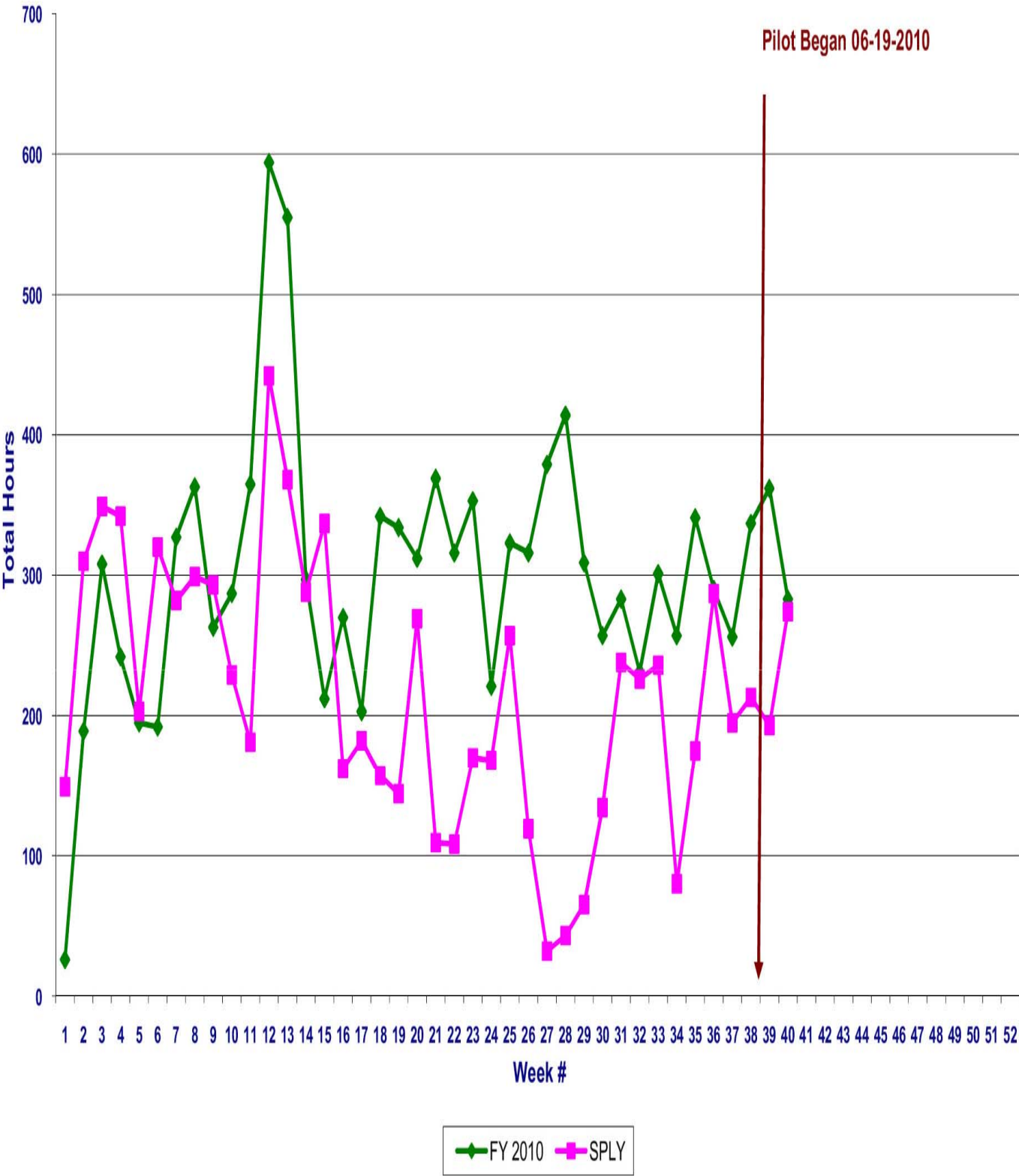
Goal = 50% by 1800



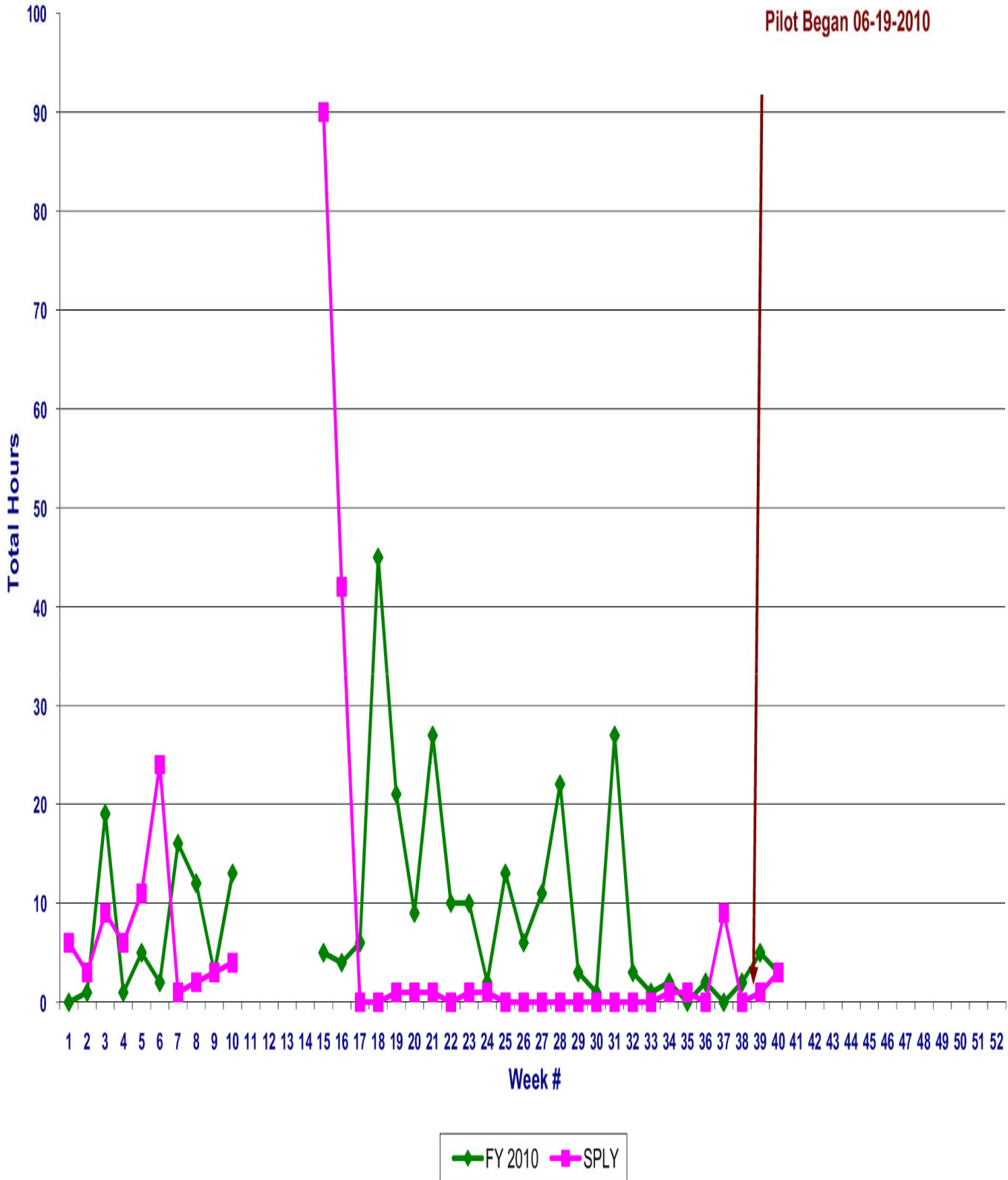
# Memphis Work Hour Tracking



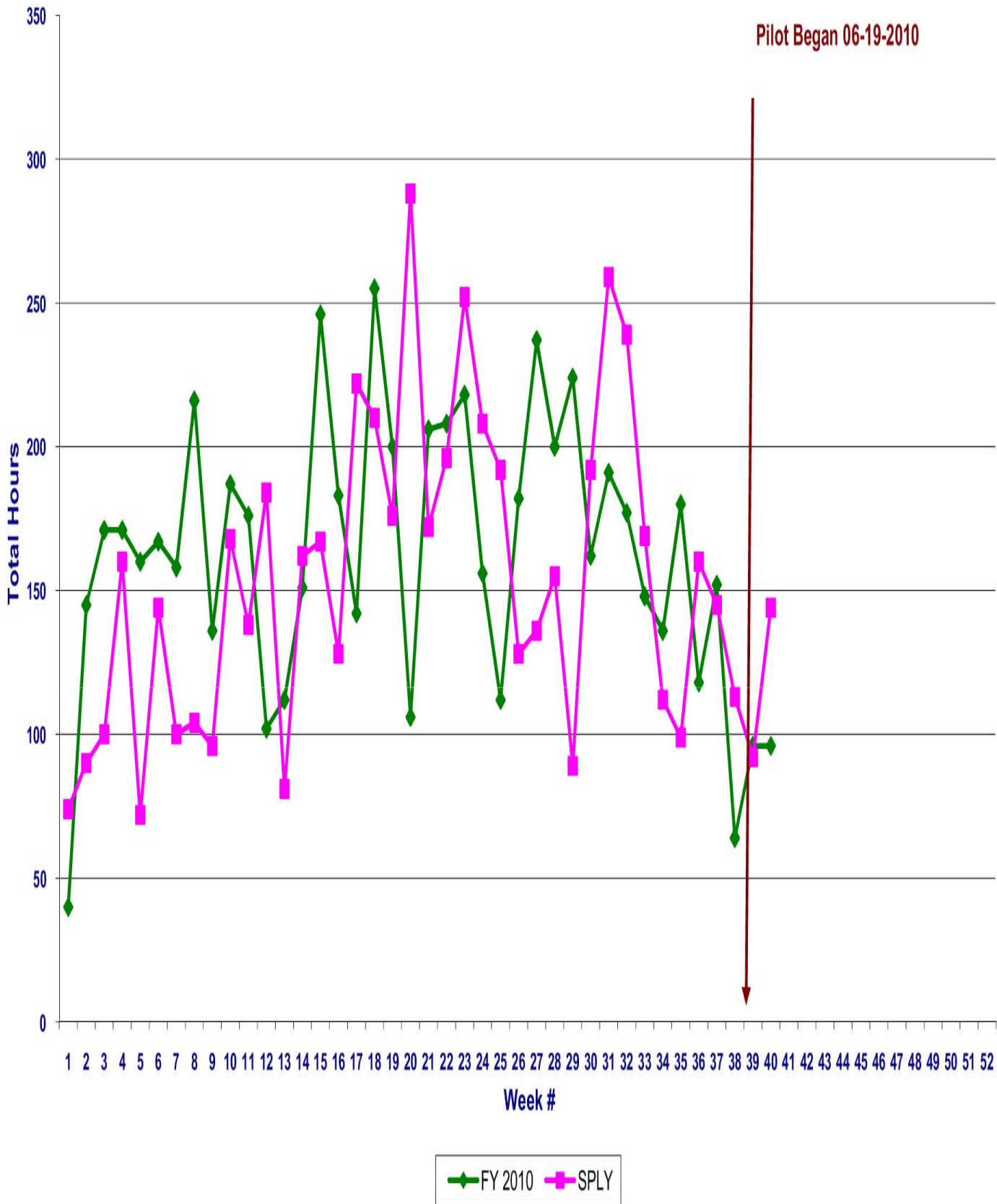
# Memphis PVS Over Time Tracking



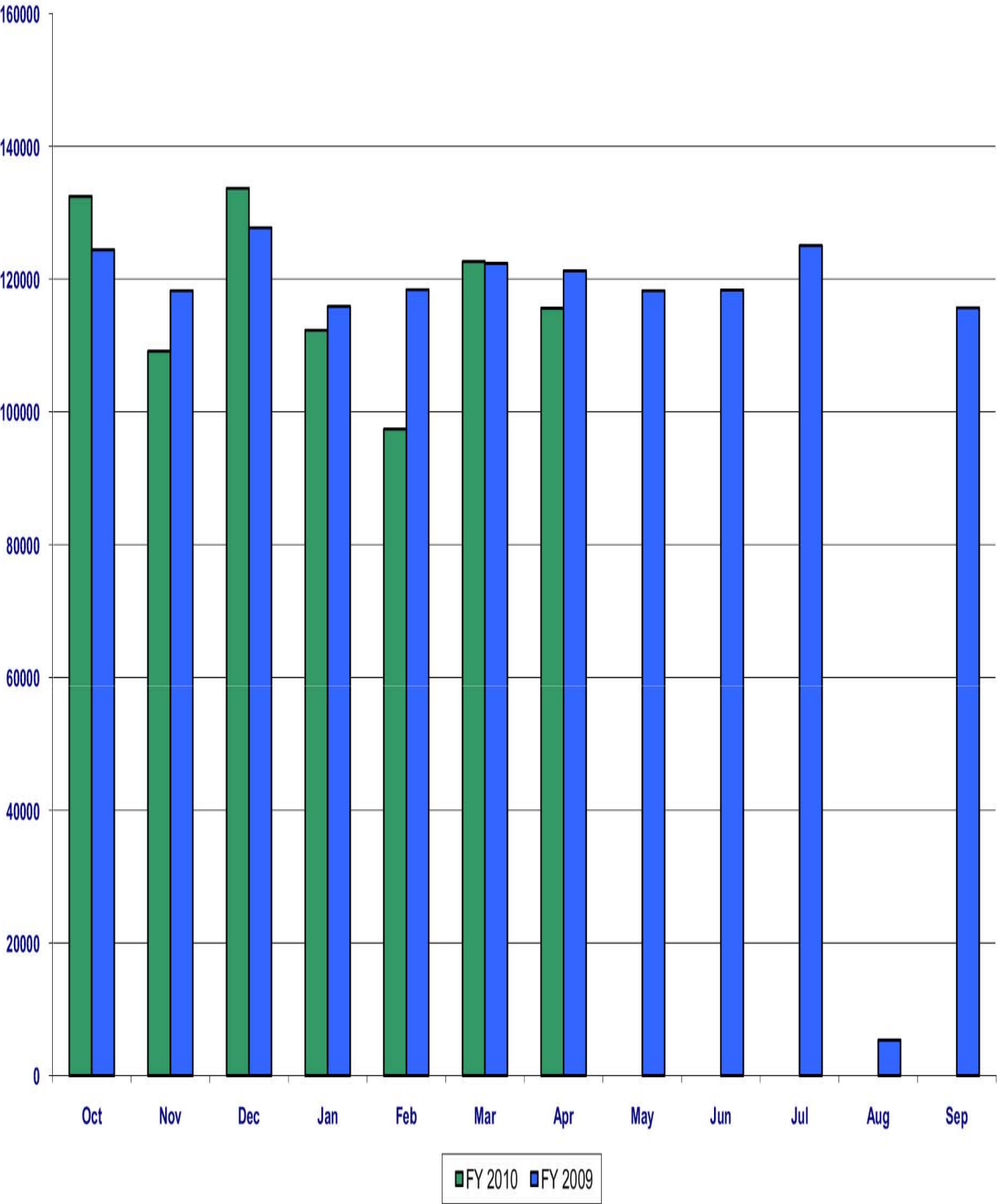
# Memphis PVS Penalty Over Time Tracking



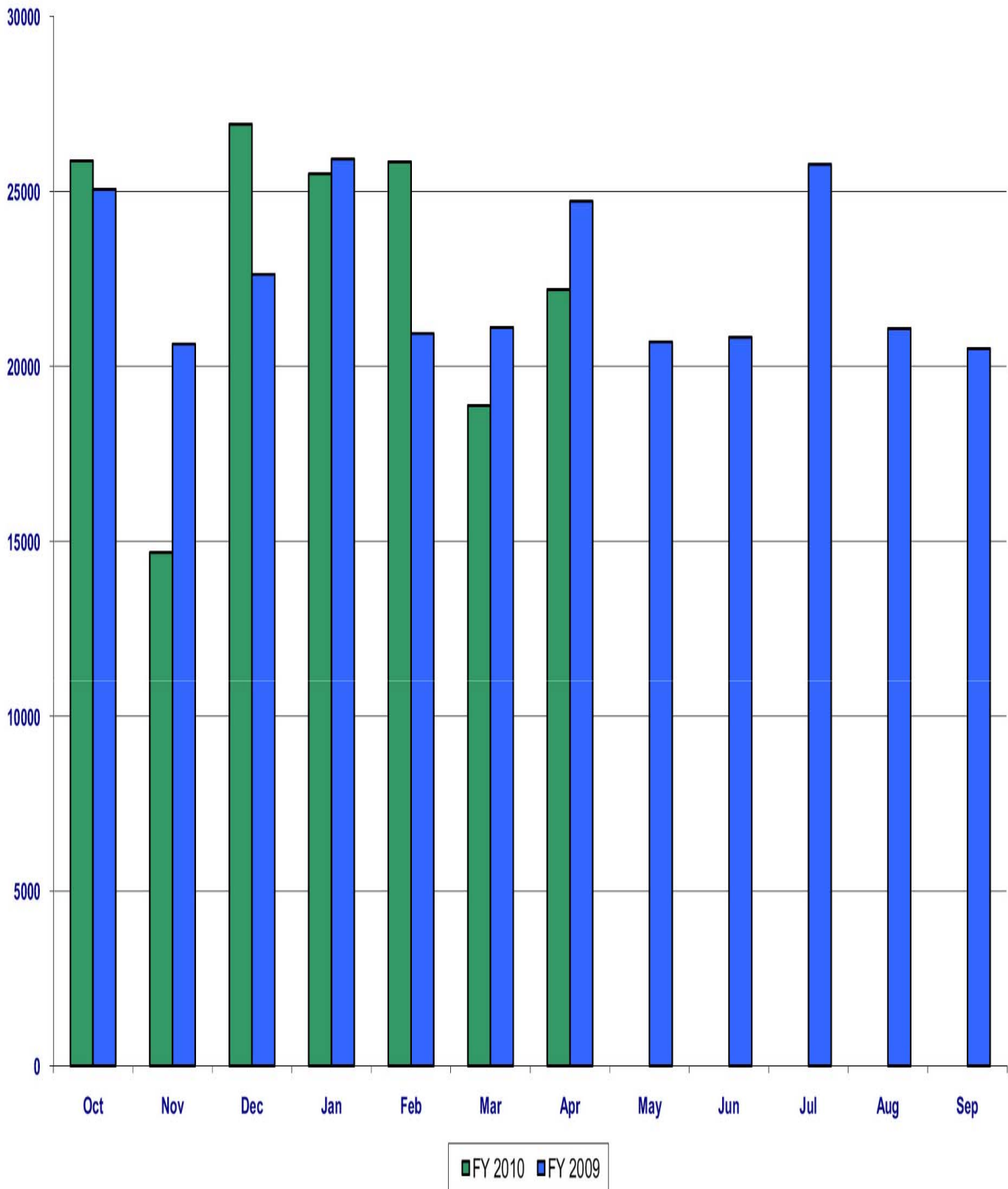
# Memphis PVS Sick Leave Tracking



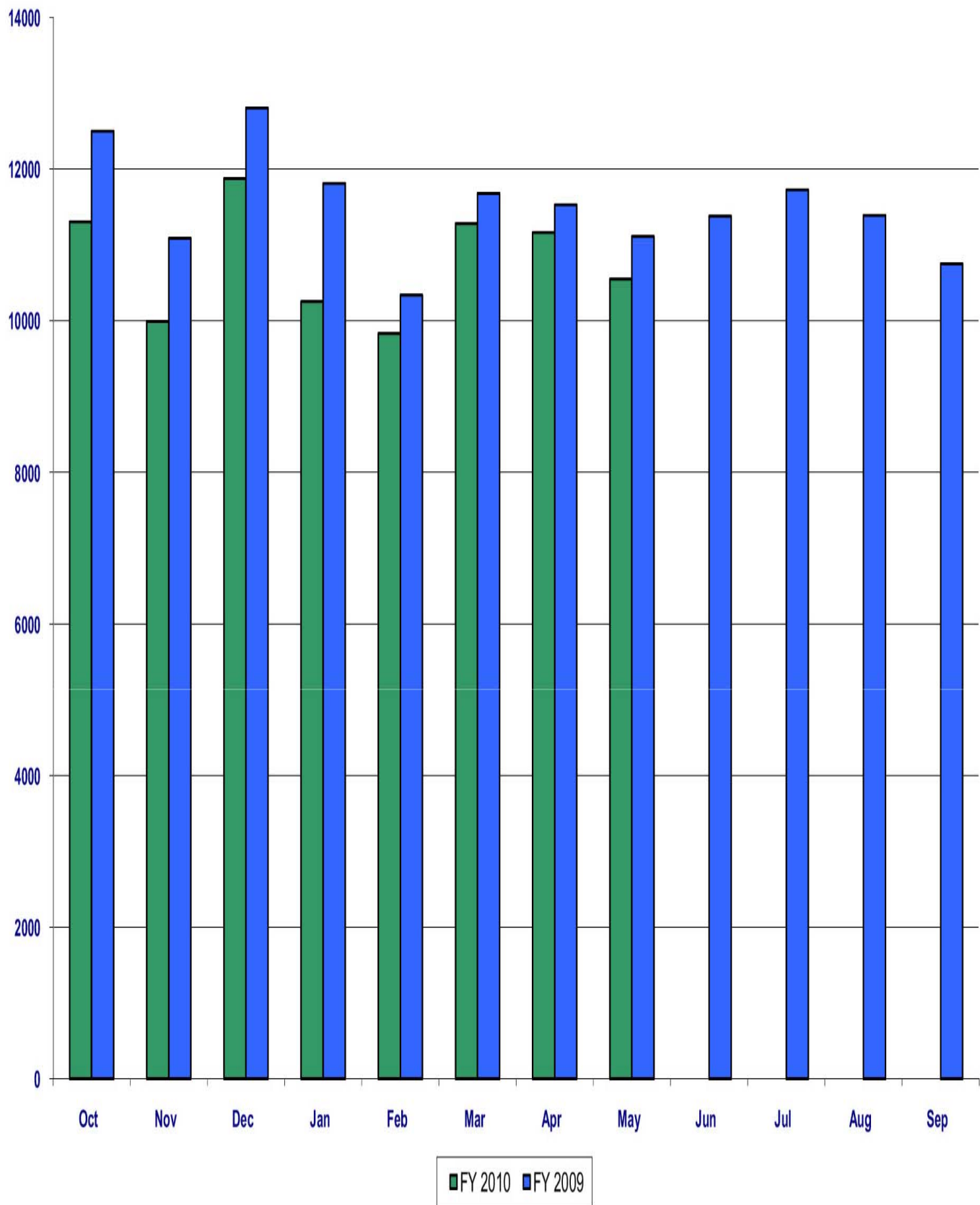
# Memphis PVS Mileage - Total Miles



## Memphis PVS Fuel - Total Gallons

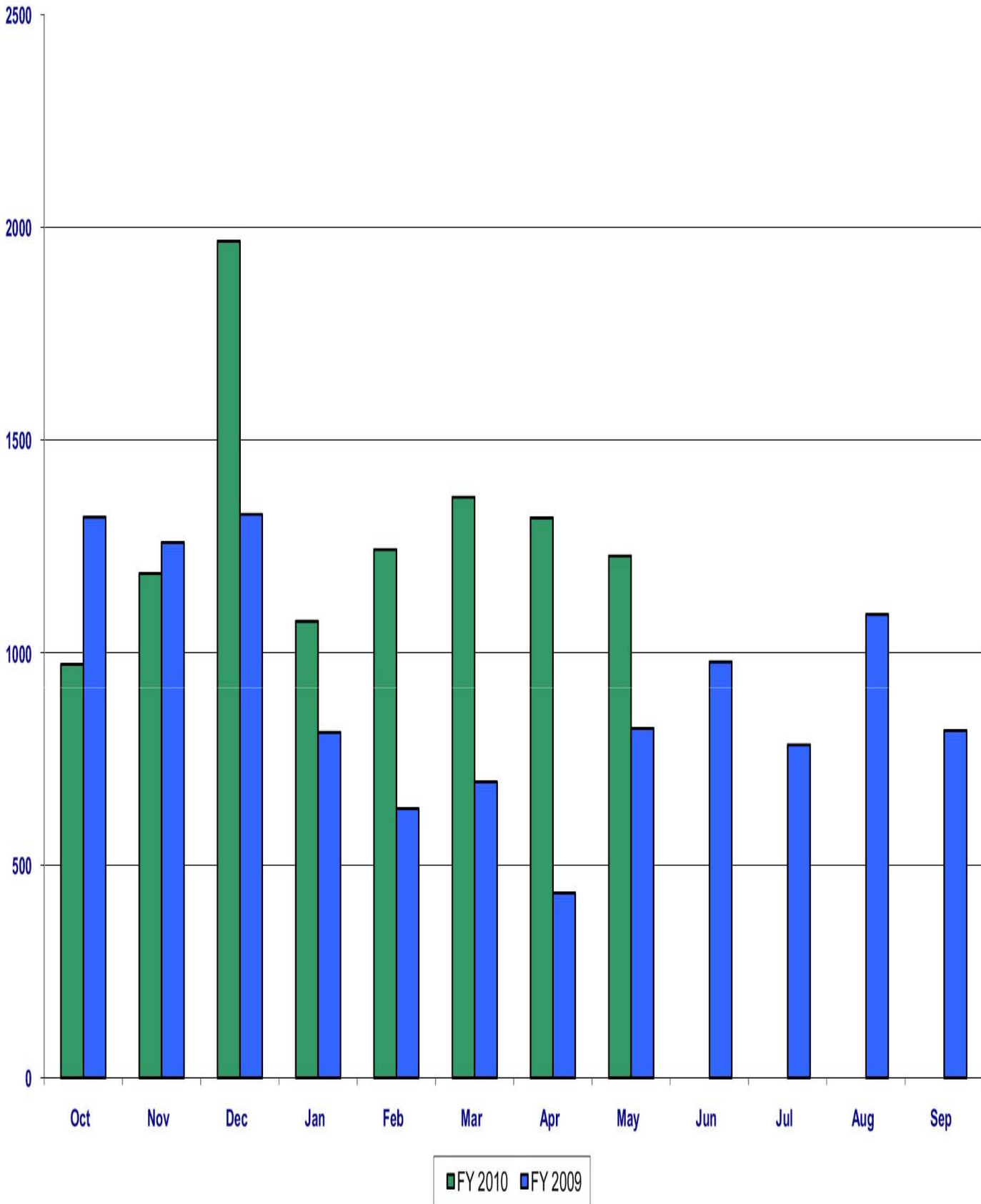


# Memphis PVS Workhours

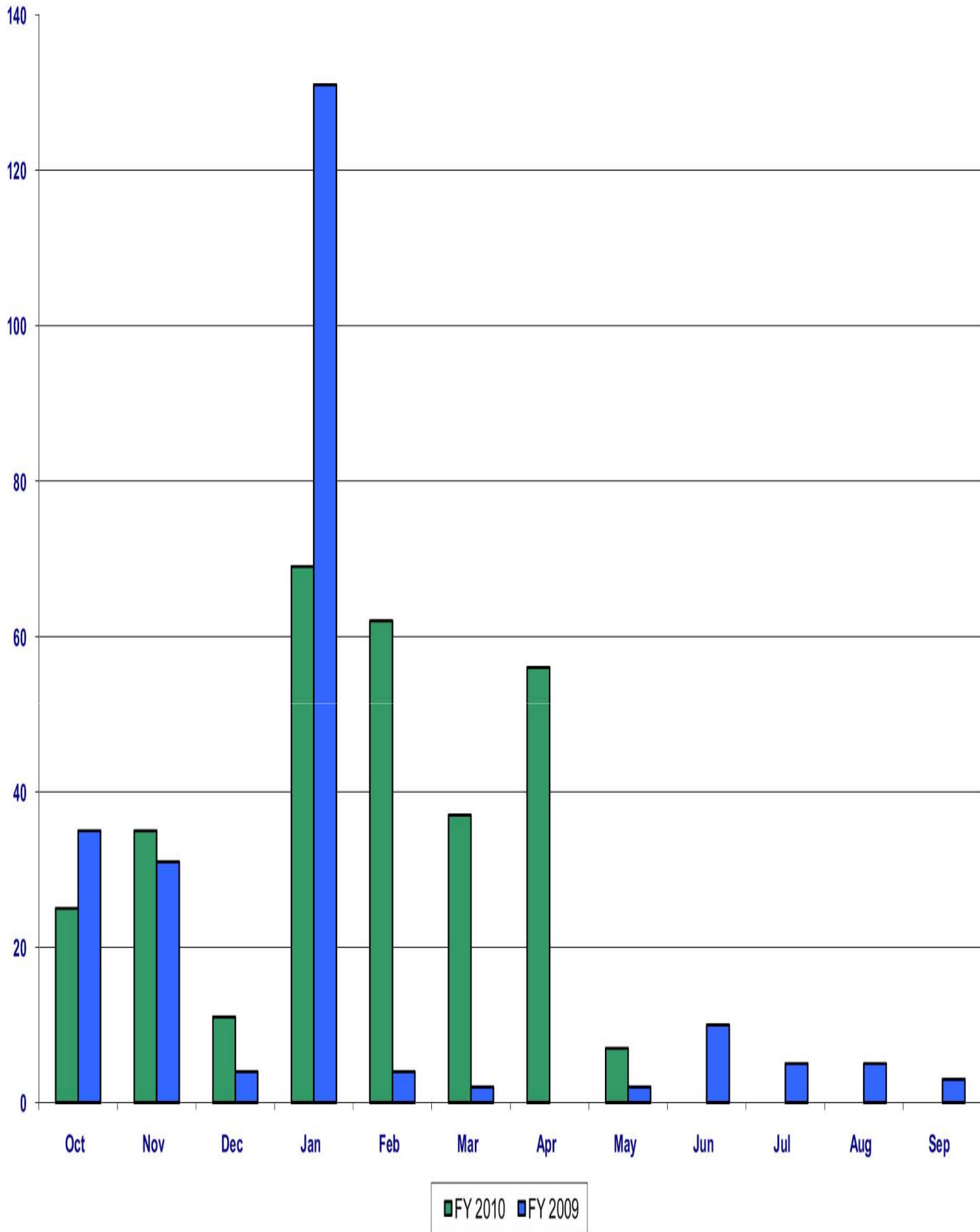




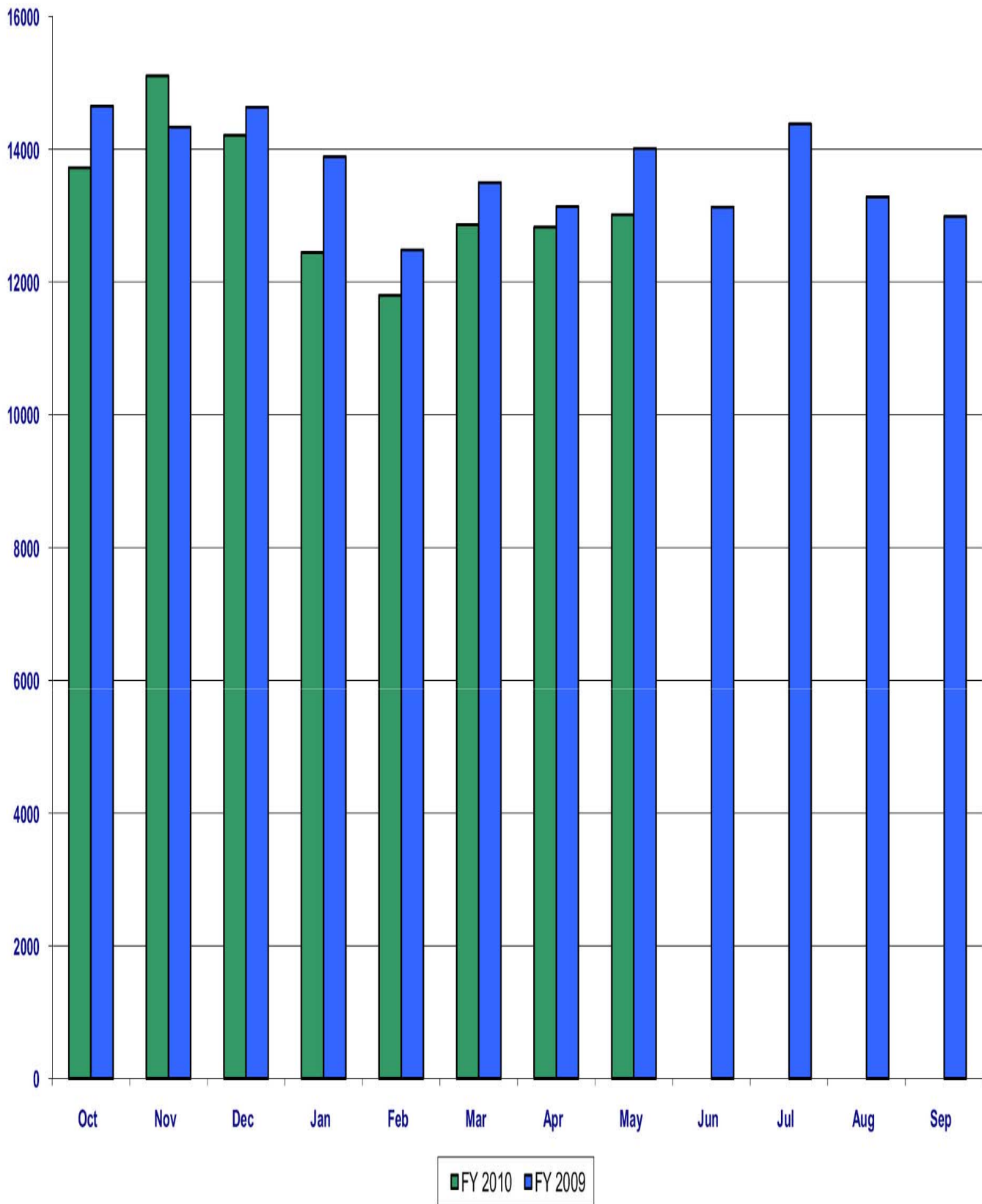
# Memphis PVS Overtime Hours



# Memphis PVS Penalty Overtime Hours



# Memphis PVS Paid Hours



# **USPS MVS MOU SCHEDULE**

The table below summarizes the key steps involved in moving this entire process to completion.

<u>Required Steps</u>	<u>Expected Duration</u>
Area DN recommends pilot and submits baseline (cross-out schedules) with volume counts	2 weeks or less
Surface Operations reviews baseline; presents schedules for optimization	2-3 days
Optimization process proceeds for developing route, schedule and bid assignment models	2 weeks per site
Optimization model output is returned to the area for post review and creation of actual schedules	1-2 weeks
Area prepares Article 32 package; update to incorporate proposed PVS pilot schedules from the optimization model. (Note: Preparation of 32 should be concurrent with above)	1 week (update pending) 2 weeks (develop new) (Concurrent w/above)
Surface Operations and Labor Relations present completed Proposals to union officials.	1-2 days
Union reviews both Pilot proposal	2 weeks
Implement MOU pilot	2 weeks after decision
If no pilot, union reviews recommendation to outsource (Article 32)	60 days
Implement HCR service at the direction of Supply Management (resulting from decision to outsource – Article 32)	75 days after notice

**Implementation of  
Postal Vehicle Service (PVS)  
Amended Work Rules Pilot  
Memorandum Of  
Understanding  
Dated January 15, 2009  
At Selected Pilot Sites**

# **Implementation of Postal Vehicle Service (PVS) Amended Work Rules Pilot Memorandum of Understanding (MOU) dated January 15, 2009 at Selected Pilot Sites**

The Postal Service intends to implement a pilot PVS initiative in Seattle, Washington in accordance with the PVS Amended Work Rules Pilot MOU. Implementation instructions for this pilot are below. These instructions apply to this and all future pilot sites selected by the Postal Service and the APWU at the national level.

- The pilot will be conducted for a period of six (6) months (unless extended by mutual agreement of the Postal Service and APWU at the national level); commencing at the beginning of the pay period in which local PVS drivers begin working the modified schedules described below.
- The modified PVS driver schedules agreed to by the Union at the national level will be entered into the VITAL system, posted according to local bidding procedures and awarded by seniority. PVS drivers that are not successful bidders shall be assigned by local management to a schedule by juniority.
- Where any slight modification of a pilot schedule (e.g. a trip or stop to be added/removed, or a minor operational time change, etc.) is deemed appropriate by local management, the modification may be made. If a dispute between management and the union about the modification occurs, that cannot be discussed and resolved at the local level, the matter will be referred to the national parties for further discussion without grievance.

- Any national initiative that involves a significant change in the transportation requirements of the Postal Service will subject the pilot schedules to further discussion and/or revision.
- Priority consideration for assignment of overtime work (work in excess of 8 hours per day or 40 hours per week) will be determined at the local level.

All other work rules remain in effect, except where explicitly changed by the PVS Amended Work Rules Pilot MOU dated January 15, 2009.

Cheryl Martin  
Manager, Transportation



# **September 23, 2009**

## **APWU-USPS Meeting**

- The Service has agreed to Q&As on implementation.
- These Q&As will apply to all sites.
- We have given the USPS a revision to their second MI.
- Local do not have to enter the Pilot, BUT if they do not they can expect a mode conversion.

**Who is targeted?**

## PVS MOU PILOT SITES

Eastern	<b>Columbus</b> <b>Youngstown</b> Philadelphia
Great Lakes	<b>Milwaukee</b> St Louis MO <b>Indianapolis</b> <b>Rockford</b>
Northeast	Providence Hartford <b>Utica</b>
Pacific	<b>San Francisco</b> San Bernardino
Southeast	<b>Montgomery</b> <b>Nashville</b> <b>Chattanooga</b> <b>Columbus GA</b> <b>Gadsden AL</b> <b>Huntsville</b> <b>Jackson</b> <b>Knoxville</b> <b>Macon</b> <b>Mobile</b> <b>Savannah</b>
Western	<b>Seattle</b> <b>Glendale</b> <b>Topeka</b>
NY	Western Nassau Trenton
Cap Metro	Raleigh NC Northern VA
Southwest	New Orleans San Antonio

**Who was added on  
March 10, 2009?**

# PVS Scheduling Initiative

March 10, 2009

Columbus, OH	Eastern
Youngstown, OH	Eastern
Cincinnati, OH	Eastern
Cleveland, OH	Eastern
Pittsburgh, PA	Eastern
Philadelphia PA BMC	Eastern
Indianapolis, IN	Great Lakes
Milwaukee, P&DC	Great Lakes
Rockford	Great Lakes
St. Louis, MO	Great Lakes
St. Louis, MO BMC	Great Lakes
Fort Wayne, IN	Great Lakes
Gary, IN	Great Lakes
South Bend, IN	Great Lakes
Detroit, MI	Great Lakes
Detroit, MI BMC	Great Lakes
Grand Rapids, MI	Great Lakes
Kalamazoo, MI	Great Lakes

Green Bay, WI	Great Lakes
Madison, WI	Great Lakes
Carol Stream, IL	Great Lakes
Palatine, IL	Great Lakes
Chicago, IL BMC	Great Lakes
South Suburban, IL	Great Lakes
Fox Valley, IL	Great Lakes
Springfield, IL	Great Lakes
Chicago Metro Surface Hub	Great Lakes
Chicago, IL	Great Lakes
Irving Park Road, IL	Great Lakes
San Francisco, CA	Pacific
San Bernadino, CA	Pacific
Chattanooga, TN	Southeast
Columbus, GA	Southeast
Gadsden, AL	Southeast
Huntsville, AL	Southeast
Jackson, TN	Southeast
Knoxville, TN	Southeast
Macon, GA	Southeast
Mobile, AL	Southeast
Montgomery, AL	Southeast
Nashville, TN	Southeast

Savannah, GA

Atlanta, GA

North Metro, GA

Jacksonville, FL

Memphis, TN

Birmingham, AL

Tampa, FL

Fort Lauderdale, FL

Saint Petersburg, FL

West Palm Beach, FL

Memphis, TN BMC

Jacksonville, FL BMC

Atlanta, GA BMC

Miami, FL

Orlando, FL

Kansas City, MO

Glendale, AZ

Seattle, WA

Topeka, KS

Corpus Christie, TX

Dallas, TX

Fort Worth, TX

Houston, TX

Southeast

Southeast

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Southeast

Southeast

Southeast

Southeast

Western

Western

Western

Western

Southwest

Southwest

Southwest

Southwest

Little Rock, AR

New Orleans, LA

San Antonio, TX

Tulsa, OK

Raleigh, NC

Northern VA

Western Nassau

Trenton, NJ

Providence, RI

Hartford, CT

Utica, NY

Southwest

Southwest

Southwest

Southwest

Cap Metro

Cap Metro

NY Metro

NY Metro

Northeast

Northeast

Northeast

Locations shown in RED are additional sites.



- The Postal Service also added Manhattan (Morgan Station).
- We also believe that other areas have put out the same directive to their Transportation Managers.
- There are about 100 known sites that the Service wants to convert to HCR.
- There are about 137 PVS installations and 21 NDCs in the entire country.

# Who was removed?

Morgan, New York

Columbus, Georgia

Mobile, Alabama

Kansas City, Missouri

Madison, Wisconsin

**Is this all the sites?**

No! Southwest Area E-mail to  
Trans Managers

**Subject:** Mode Conversion

<<PVS Amended Work Rules Pilot MOU, dated Jan. 15, 2009.pdf>>

To all,

Given the current financial state of the USPS, there are serious efforts throughout the company to reduce transportation costs. In January of this year, Headquarters and the APWU signed a National Memorandum of Understanding (see attachment). That MOU contains several new work practices directed toward the PVS operations across the nation. The Southwest area has seven PVS sites, Houston, Dallas, Ft Worth, New Orleans, Corpus Christi, San Antonio and Tulsa. Originally, each area was to choose two sites to serve as pilot sites. New Orleans and San Antonio were picked as the two sites for the SWA.

Since the original document was signed in January, the guidelines have been revised and modified several times. The area has now decided that all SWA sites will become pilot sites for the MOU. The short version of the procedure is this. A percentage of load (TIMES data is the driving factor) will be determined for all legs of PVS transportation and those legs with less than 50% removed from the schedules. The remaining legs on those schedules will be submitted to Accenture for consolidation and rebuilding of new routes. Some of the limitations include no Sunday transportation to AOs or stations, limited plant to plant trips, limited plant to annex trips and limited spotter activity.

Last week I was in Washington working on routes with Accenture. New Orleans and San Antonio are ready for union review and we have started on Ft Worth. As we move down the list, schedule for each site will be developed and then presented to the various sites for review. If the USPS and the union agree then the MOU will be implemented at that site. If agreement is not reached then the site will become a candidate for conversion from PVS to HCR service. Our mind set on PVS routes is going to have to change. The program that Accenture has developed builds routes according to arrival times and load percentages at facilities. No longer will drivers go back and forth to same sites all day long. It is very probably that drivers will stop at many sites during their tour. The goal is keep the drivers on the road and to improve utilization of existing PVS.

If you have any question feel free to call me.

*Kurt D. Hess*

*Southwest Area Postal Vehicle Operations Analyst*

*214 819 8834*

# PVS to HCR

The APWU has been notified by letters that the USPS is proposing to convert at the following sites.



Huntsville, Alabama

February 3, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5845

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Huntsville, Alabama Processing and Distribution Facility to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Huntsville, Alabama is based in part on an estimated savings of \$1,080,451.20. The enclosed documentation discloses that the annual PVS costs are \$1,795,617.01 and the annual HCR costs are \$715,165.81.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

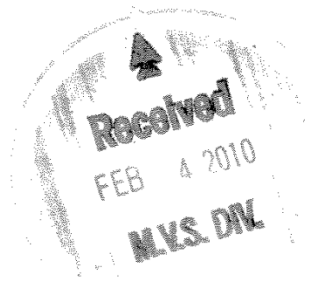
If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



*for* John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure



**Jackson, Mississippi**

February 3, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

**CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5814**

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Jackson, Mississippi Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Jackson, Mississippi is based in part on an estimated savings of \$964,602.31. The enclosed documentation discloses that the annual PVS costs are \$1,877,693.54 and the annual HCR costs are \$913,091.22.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

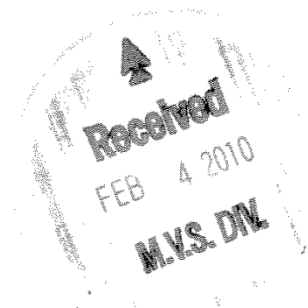
If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



*for* John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure



Macon, Georgia

February 3, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5807

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Macon, Georgia Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Macon, Georgia is based in part on an estimated savings of \$348,394.36. The enclosed documentation discloses that the annual PVS costs are \$899,669.05 and the annual HCR costs are \$551,274.69.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

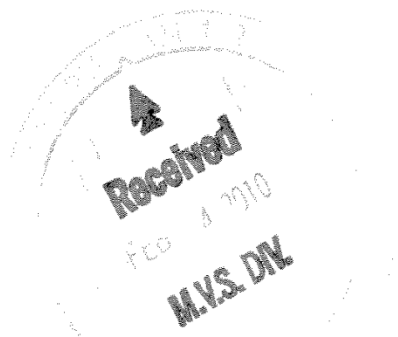
If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



for John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure





Memphis, Tennessee

February 3, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5722

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Memphis, Tennessee Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Memphis, Tennessee is based in part on an estimated savings of \$4,222,642.04. The enclosed documentation discloses that the annual PVS costs are \$8,926,339.32 and the annual HCR costs are \$4,703,697.28.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

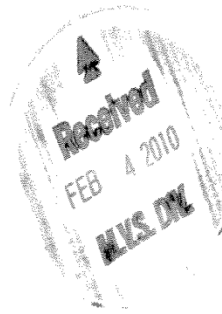
If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



*for* John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure



Miami, Florida

February 3, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5821

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Miami, Florida Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Miami, Florida is based in part on an estimated savings of \$362,042.82. The enclosed documentation discloses that the annual PVS costs are \$857,517.52 and the annual HCR costs are \$495,474.70.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

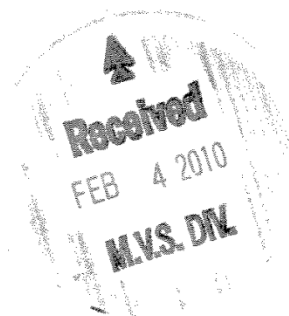
If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure



Milwaukee, Wisconsin

February 12, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5531

Dear Bob:

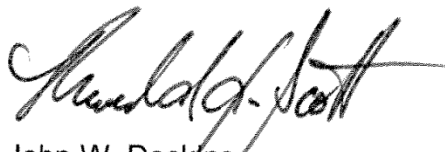
This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Milwaukee, Wisconsin Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Milwaukee, Wisconsin is based in part on an estimated savings of \$2,981,543.07. The enclosed documentation discloses that the annual PVS costs are \$5,799,017.65 and the annual HCR costs are \$2,817,474.58.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



for John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure

  
Received  
FEB 17 2010  
M.V.S. DIV.

Montgomery, Alabama

February 3, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5838

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Montgomery, Alabama Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Montgomery, Alabama is based in part on an estimated savings of \$1,009,038.49. The enclosed documentation discloses that the annual PVS costs are \$1,911,879.19 and the annual HCR costs are \$902,840.70.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

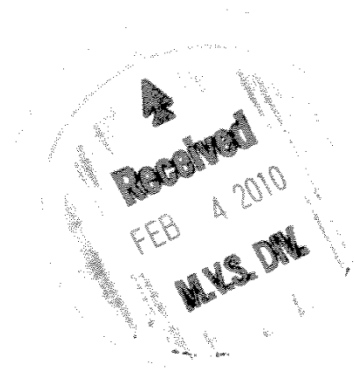
If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure



Nashville, Tennessee

February 3, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5715

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Nashville, Tennessee Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Nashville, Tennessee is based in part on an estimated savings of \$1,900,926.72. The enclosed documentation discloses that the annual PVS costs are \$5,644,746.89 and the annual HCR costs are \$3,743,820.17.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

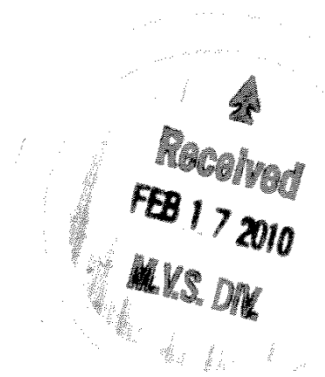
If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure





Savannah, Georgia

February 3, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5791

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Savannah, Georgia Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Savannah, Georgia is based in part on an estimated savings of \$1,043,992.99. The enclosed documentation discloses that the annual PVS costs are \$2,036,921.14 and the annual HCR costs are \$992,928.15.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

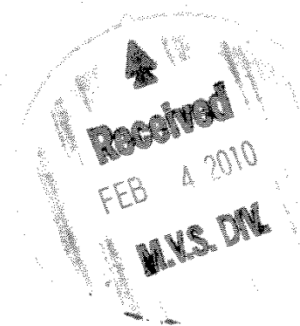
If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



*for* John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure



## The Northern Virginia

February 3, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5852

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Northern Virginia, Virginia Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Northern Virginia, Virginia is based in part on an estimated savings of \$8,805,429.21. The enclosed documentation discloses that the annual PVS costs are \$11,140,979.60 and the annual HCR costs are \$2,335,550.39.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

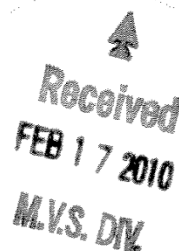
If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



for John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure



Received  
FEB 17 2010  
M.V.S. DIV.

Western Nassau, New York

February 12, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
(APWU) AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5579

Dear Bob:

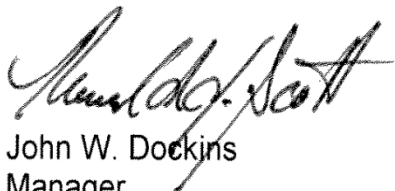
This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Western Nassau, New York Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Western Nassau, New York is based in part on an estimated savings of \$1,832,011.97. The enclosed documentation discloses that the annual PVS costs are \$5,153,592.59 and the annual HCR costs are \$3,321,580.62.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,



John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure

  
**Received**  
FEB 17 2010  
M.V.S. DIV.





February 26, 2010



Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union  
(APWU), AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5401

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Pittsburgh, Pennsylvania Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Pittsburgh, Pennsylvania is based in part on an estimated savings of \$3,655,443.87. The enclosed documentation discloses that the annual PVS costs are \$6,799,365.83 and the annual HCR costs are \$3,143,921.96.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,

A handwritten signature in dark ink, appearing to read "John W. Dockins".

John W. Dockins  
Manager  
Contract Administration (APWU)

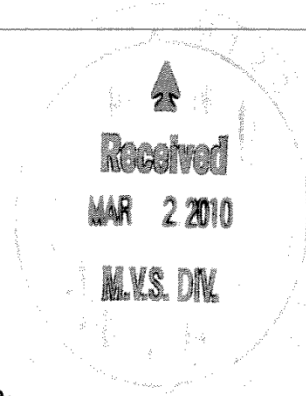
Enclosure

San Bernardino, California

LABOR RELATIONS



February 26, 2010



Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union  
(APWU), AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5425

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the San Bernardino, California Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in San Bernardino, California is based in part on an estimated savings of \$736,898.15. The enclosed documentation discloses that the annual PVS costs are \$1,347,987.02 and the annual HCR costs are \$611,088.87.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

If there are any questions, please contact Patrick Devine at (202) 268-5421.

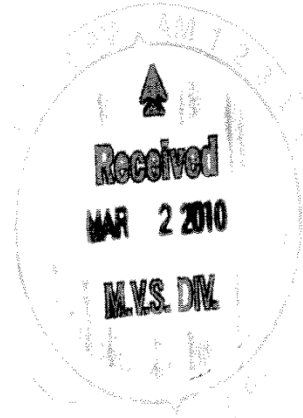
Sincerely,

A handwritten signature in dark ink, appearing to read "John W. Dockins".

John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure

Fort Worth, Texas



February 26, 2010

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers  
Union (APWU), AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 5112 5418

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the Fort Worth, Texas Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in Fort Worth, Texas is based in part on an estimated savings of \$2,455, 760.34. The enclosed documentation discloses that the annual PVS costs are \$8,452,682.08 and the annual HCR costs are \$5,996,921.74.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,

A handwritten signature in blue ink, appearing to read "John W. Dockins".

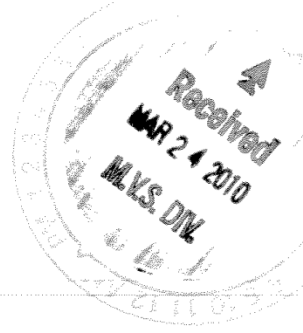
John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure



San Antonio, Texas

March 22, 2010



Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union  
(APWU), AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

CERTIFIED MAIL NUMBER:  
7099 3400 0009 0516 3930

Dear Bob:

This letter is to advise that the Postal Service is proposing to convert Postal Vehicle Service (PVS) operating from the San Antonio, Texas Processing and Distribution Center to Highway Contract Route (HCR) service.

The decision to convert PVS to HCR in San Antonio, Texas is based in part on an estimated savings of \$4,499,975.20. The enclosed documentation discloses that the annual PVS costs are \$12,668,661.84 and the annual HCR costs are \$8,168,686.64.

In making this decision to convert PVS to HCR, the Postal Service has considered factors such as public interest, cost, efficiency, availability of equipment, and qualification of employees.

If there are any questions, please contact Patrick Devine at (202) 268-5421.

Sincerely,

John W. Dockins  
Manager  
Contract Administration (APWU)

Enclosure