

**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 Bids 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) 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.

for 
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