

**MEMORANDUM OF
UNDERSTANDING BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL POSTAL MAIL HANDLERS UNION,
A DIVISION OF LIUNA, AFL-CIO**

Re: Terminal Handling Services Staffing Pilot – January 12, 2024

The parties agree to the following:

1. The parties have previously agreed, in a Memorandum of Understanding (MOU) dated July 13, 2022, to pilot test for a period of one year in certain postal facilities the return of Terminal Handling Service (THS) work performed by a subcontracted supplier. The MOU provides that MHAs will be hired to perform this THS work, except where otherwise indicated. Further, the parties at the National level will negotiate on a site-by-site basis the number of MHAs which will not count toward any contractual limitation ("cap") on MHAs in the installation where the THS work will be performed.
2. The parties subsequently agreed to extend the MOU dated July 13, 2022 referenced above for an additional six (6) months. This MOU extension expires on January 13, 2024 unless mutually extended by both parties. The parties now agree to extend the MOU an additional six (6) months, and the MOU will now expire on July 13, 2024.
3. All terms of the July 13, 2022 MOU continue in effect, except where otherwise negotiated by the parties at the National level, including the understanding that
 - a) MHAs hired to perform this THS work will be used for the sole purpose of performing the THS work and will not be utilized to perform work in other operations, except where otherwise agreed to by the parties;
 - b) MHAs from the THS operation will be included in the Installation holiday schedule pecking order;
 - c) A specific operation number will be designated to performing the THS work and all employees will utilize the operation number when performing the THS work;
 - d) The USPS will supply the Union at the installation and national levels with a list of all MHAs designated for performing work in the THS operation. This list will be updated as MHAs are assigned to the THS operation; and
 - e) If additional resources are needed, volunteers will be solicited from qualified and available Mail Handler Assistants from the same installation on a senior qualified basis.
4. The specific MOUs already negotiated on a site-by-site basis since the implementation of the July 13, 2022 MOU, shall continue in effect as follows:

West Valley (Phoenix) and Anchorage

For the West Valley P & DC in Phoenix, Arizona; and in Anchorage, AK, these MOUs shall continue in effect through July 13, 2024, unless mutually extended by the parties.

However, the parties now agree to modify the terms of the site-specific MOUs for

West Valley (Phoenix) and Anchorage as follows:

•in Phoenix, through July 13, 2024, the Postal Service will continue to be allowed to exceed the MHA cap, but the number must be reduced to no more than eight (8) over cap as soon as possible but no later than by March 8, 2024. (which accounts for the posting of 25 career jobs agreed to on July 13, 2023); and the parties now agree that an additional three (3) career duty assignments will be posted for bidding by career mail handlers by July 13, 2024.

•in Anchorage, the Postal Service will continue to be allowed to exceed the MHA cap but that number must be reduced to six (6) by March 8, 2024 (which accounts for posting of 12 career jobs agreed to on July 13, 2023); and the parties now agree that an additional three (3) career duty assignments will be posted for bidding by career mail handlers by July 13, 2024.

Richmond, VA

In Richmond, VA the MOU shall continue in effect through July 13, 2024. However, the parties now agree to modify the terms of the site-specific MOU for Richmond as follows: The Postal Service will continue to be allowed to exceed the cap by up to 33, but the number must be reduced to eight (8) by July 13, 2024. The parties now agree that a total of twenty-five (25) career duty assignments will be posted for bidding by career mail handlers by July 13, 2024.

Spokane, WA

In Spokane, the MOU shall continue in effect through July 13, 2024. However, the parties now agree to modify the terms of the site-specific MOU for Spokane as follows: The Postal Service will continue to be allowed to exceed the cap by up to 25 MHAs, but the number must be reduced to six (6) by July 13, 2024. The parties now agree that a total of nineteen (19) career duty assignments will be posted for bidding by career mail handlers by July 13, 2024.

Salt Lake City

In Salt Lake City, the MOU shall continue in effect through July 13, 2024. However, the parties now agree to modify the terms of the site-specific MOUs for Salt Lake City as follows: The Postal Service will continue to be allowed to exceed the cap by up to 27 MHAs, but the number must be reduced to seven (7) by July 13, 2024. The parties now agree that a total of twenty (20) career duty assignments will be posted for bidding by career mail handlers by July 13, 2024.

Kansas City

In Kansas City, the MOU shall continue in effect through July 13, 2024. However, the parties now agree to modify the terms of the site-specific MOUs for Kansas City as follows: The Postal Service will continue to be allowed to exceed the cap by up to 33 MHAs, but the number must be reduced to eight (8) by July 13, 2024. The parties now agree that a total of twenty-five (25) career duty assignments will be posted for bidding by career mail handlers by July 13, 2024.

Atlanta, Billings, Cincinnati, Denver and Sacramento

The MOUs signed in December 22, 2023, for Atlanta, Billings, Cincinnati, Denver, and Sacramento shall continue in effect through July 13, 2024.

5. The parties agree to further discussion at the National level of the application of this MOU and its terms as this pilot and the return of the THS work to Postal facilities continues.
6. Any disputes arising under this MOU will be referred to the Article 12 Task Force for discussion and possible resolution.
7. The parties may mutually agree to terminate the pilot prior to the conclusion of the six-month period.

Patrick M. Devine
Manager, Contract Administration (NPMHU)
United States Postal Service



Paul V. Hogrogian
President
National Postal Mail Handlers Union,
A Division of LIUNA, AFL-CIO

Date: January 12, 2024