

**Memorandum of Understanding
Between The
United States Postal Service
And
American Postal Workers Union, AFL-CIO**

Re: General Principles on Sorting and Delivery Centers (S&DCs)

- 1) The establishment of a Sorting and Delivery Center (S&DC) will not be utilized as a reason for reducing retail operations (e.g. box sections and window services) or closing of retail units where either city and/or rural letter carrier operations have been removed.
- 2) Customers will continue to be able to pick up certified mail and other mail of attempted delivery and/or held mail at their local post offices where such mail would have been held prior to the creation of S&DCs.
- 3) Distribution and mail processing duties at the S&DC will be categorized as Function 4.
- 4) Bulk quantities of mail transported between mail processing facilities and S&DCs will be performed by Postal Vehicle Service (PVS) employees unless such work was previously subcontracted. In addition, the transportation of bulk quantities of mail to/from an S&DC to/from the retail units/box sections that letter carriers were removed from will be performed by PVS employees. The parties will continue to meet for the purpose of discussing bringing subcontracted PVS work "in house."
- 5) Management and the APWU at the national level will continue to meet and discuss issues pertaining to staffing levels, job postings and duties, (including the usage of Clerk/Special Delivery Messengers consistent with the Special Delivery Messenger/Clerk Craft Merger Implementation Procedures MOU, dated November 20, 1997), potential excessing, and issues of appropriate application(s) of Local Memorandums of Understandings, including whether or not to allow the local parties to open and discuss modifications to Local Memorandums of Understandings based upon implementing S&DCs.
- 6) At the local level, it is expected that local management will share information, as appropriate, consistent with the National Agreement, with the local union representatives related to decisions made at the national level to establish S&DCs (e.g., floor plans, timetables, parking, cafeterias, breakrooms, restrooms, public transportation, and building safety and security). In addition, the parties at the local level, will continue to fulfill their obligation under existing contract provisions relative to employees working in the newly created S &DC's.



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Deputy Postmaster General and
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Mark Dimondstein
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