

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

**Terminal Handling Services (THS) Mail Handler Assistant (MHA)
Staffing-Denver, CO**

1. The parties agreed in the Re: Terminal Handling Services Staffing Pilot---July 13, 2022, MOU that MHAs will be hired to perform THS work in certain facilities. 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 next installation where THS work will be returned to postal operations during the pilot is at the Denver THS 25630 East 75th Avenue, Denver CO 80249. The THS operation is anticipated to be insourced by sometime in January 2024.
3. The Denver THS will be considered part of the Denver P & DC bid cluster.
4. It is anticipated that 25 employees will be needed for the THS, of which it is estimated that 17 employees are MHAs. In addition, the parties agree that 8 career employees will be working in the detail assignments in the tugging operations in Items 12 13, and 14, below.
5. The parties agree that MHAs hired to perform the THS work in Item #4 above will count toward the contractual limitation ("cap") on MHAs in the installation. The Postal Service will also be allowed to back fill the positions temporarily vacated by those employees accepting the higher-level details with MHAs, on a one for one basis, up to eight (8) MHAs. The parties agree that the total number of MHAs who do not count toward the cap is subject to verification of their need by the Postal Service.
6. The USPS will supply the Union at the installation and national levels with a list of the names and EINs of all MHAs designated for performing work in the THS operation. This list will be updated as MHAs are assigned to the THS operation.

7. The Postal Service agrees to provide the verification referenced in Item #5, above, in the form of clock rings, work hours, and schedules on a pay period basis. The verification must be provided to the Union no later than Wednesday following the end of the pay period. Should the USPS fail to provide the verification in a timely manner (the Wednesday following the end of the pay period), the parties who signed this MOU (or their designee) will meet to determine the appropriate remedy. Specific MHA(s) for whom verification is not timely provided will be considered "over the cap" and Mail Handlers designated by the Union will in most cases be paid at the overtime rate, absent extreme emergency circumstances, for all hours worked by the specific MHA(s) during the pay period in question. If a dispute arises as to the appropriate remedy, the matter will be referred to Step 3 for resolution.
8. It anticipated that the MHAs referenced in Item #4, above, will be limited to working in the insourced THS operation, including the work of emptying sacks containing packages, unless agreed to by the Local parties.
9. 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
10. 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.
11. Within sixty (60) days of the signing of this THS Staffing Pilot MOU, the parties will discuss the need to post duty assignments for bidding by career employees in the Denver P & DC. This MOU expires three (3) months from the date of signing or the expiration of the Master THS MOU, whichever occurs first.
12. Performance of transporting mail containers between the FedEx and USPS facilities in the Denver THS (known as "Tugging") will be performed by full-time career Mail Handlers on detail assignments to the position of PS-05 Equipment Operator. Detail assignments to these PS-05 Equipment Operator positions will last not more than six (6) months from the date of this agreement. Employees working in these detail assignments, when not performing tugging work, will be required to perform other mail handler work as assigned in the THS operations or elsewhere in the installation. Employees working in these detail assignments must possess a valid state driver's license in addition to having or acquiring their USPS Powered Industrial Truck (PIT) certification. In addition, these employees must qualify for and acquire access to the adjacent airport property.

13. For a period not to exceed two (2) months from the start of the tugging operation, current Mail Handler Assistants (MHAs) who already possess authorization to access airport property, who possess the valid state driver's license and who possess PIT certification may be utilized to perform the tugging operation work. Full-time career Mail Handlers on detail assignments to the position of PS-05 Equipment Operator will replace these MHAs on a one-to-one basis as the Full-time career Mail Handlers become eligible (*i.e.*, possess a valid state driver's license, acquiring their USPS Powered Industrial Truck (PIT) certification, and acquire access to the adjacent airport property).
14. It is estimated at this time that about eight (8) detail assignments will be made available to full-time career Mail Handlers who may volunteer for these assignments described in item #12. In the event that there is an insufficient number of volunteers, trained and qualified MHAs may be utilized after a daily solicitation to trained and qualified full-time career employees to volunteer.
15. The exact number of these detail assignments is subject to change according to operational need.
16. Qualified and available Full-Time Career Mail Handlers assigned/detailed to the THS have priority to overtime assignments at the THS over MHAs.
17. MHAs hired for the THS work are to be included in the installation holiday pecking order for holiday scheduling.

E-SIGNED by PATRICK.M DEVINE
on 2023-12-22 12:14:12 MST

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

Date: _____



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

Date: 12-22-2023