



# National Postal Mail Handlers Union

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*Vice President  
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July 28, 2022

**To:** Local Presidents  
Regional Directors/Representatives  
National Executive Board

**From:** Paul Hogrogian, National President *PH*  
Michael Hora, National Secretary Treasurer *MH*  
Teresa Harmon, Manager, Contract Administration *TH*

**Re:** Memorandum of Understanding – Extension - COVID-19 Test Kit Fulfillment Pilot

The COVID-19 Test Kit Fulfillment Pilot is scheduled to end on July 29, 2022. The parties have agreed to extend this COVID-19 Test Kit Fulfillment Pilot through October 7, 2022.

This pilot provides Mail Handlers with the opportunity to perform an essential Public Health Service to the American Public in our battle against the coronavirus pandemic. Mail Handlers are proud to be a part of these critical efforts.

Please find enclosed a copy of this MOU, which was signed today.

If you have any questions, please contact the National Contract Administrative Department.

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

**Re: Extension - COVID-19 Test Kit Fulfillment Pilot**

The parties agree to extend the COVID-19 Test Kit Fulfillment Pilot as follows:

1. The Postal Service will continue fulfillment centers in the facilities as identified on the attached table, to include workspace for kitting (i.e., packing) and labeling packages of at-home COVID-19 test kits. Mail Handler employees will support the fulfillment and processing of such test kit packages by loading and unloading containers, staging materials into appropriate lanes for label and kitting operations, dispatching mail from the label and kitting operation as needed, obtaining and moving empty equipment for use in the operation, replenishing kitting and labeling supplies as needed, and other additional duties as assigned. The National Postal Mail Handlers Union does not agree that the kitting (i. e. packing) and labeling functions are solely clerk operations and reserves the right to challenge the future assignment of any kitting or labeling work beyond this limited pilot.
2. For the duration of the pilot, the parties agree to extend the exception period for the hiring and continued employment of Mail Handler Assistants (MHAs) in excess of the 24.5% installation cap in the locations set forth in the attached table. The Postal Service will be permitted to retain or rehire by relative standing MHAs who were let go due to lack of work above the installation cap and/or hire additional MHAs up to the amount set forth in the table for each location for the duration of the pilot.
3. MHAs who are rehired will be informed that their rehiring is for a specific pilot project and the expected duration of the pilot project. MHAs who decline to be rehired will retain their relative standing and reappointment rights in accordance with Article 7 of the National Agreement.
4. MHAs maintained above the caps in the locations on the attached table will be used for the sole purpose of performing the work of the pilot (i. e. the processing and fulfillment of at-home COVID-19 test kits) and will not be utilized in other operations within the installation. Additionally, when the MHAs are used to perform the work of the pilot, a specific operation number will be designated, and all employees assigned to the pilot will utilize the operation number when performing this work.
5. The USPS will supply the Union at the installation level with a list of all MHAs designated for performing work in the COVID-19 Test Kit Fulfillment Pilot.
6. MHAs maintained above the installation caps in the locations on the attached table will not be scheduled to work after the conclusion of the pilot and will be separated no later than the first full pay period following the conclusion of the pilot unless retained in accordance with the National Agreement. All separations of MHAs in accordance with this MOU will be done pursuant to the National Agreement.

7. Full-time career mail handlers assigned or detailed to PSAs or Annexes designated as part of this pilot and who are on the Overtime Desired List will be afforded maximum overtime opportunities (up to 12 hours/day and 7 days/week) for the duration of the pilot. If additional resources are needed, volunteers will be solicited from qualified and available Mail Handlers from the same installation on a senior qualified basis.
8. Career Mail Handlers assigned or detailed to a PSA or Annex designated as part of this pilot will be given preference for all Mail Handler higher level assignments on a senior qualified basis.
9. The pilot will be through October 7, 2022, unless extended by mutual agreement. The Postal Service reserves the right to terminate the pilot prior to the conclusion of the October 7, 2022 extension period.

The parties agree to further discussion on issues concerning this new work pilot as it evolves. This MOU will not be cited in any future arbitration except to enforce its terms.



Thomas Blum  
Vice President, Labor Relations (A)  
United States Postal Service



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

Date: July 28, 2022

Facility	MHAs	Conversions
Boston MA PSA	13	2
Chicago IL PSA	11	10
Cincinnati OH PSA	5	2
Cleveland OH PSA	5	16
Denver CO PSA	6	13
Detroit MI PSA	10	2
Fort Worth TX P&DC PSA	8	13
Greensboro NC PSA	19	15
Indianapolis IN PSA	8	2
Industry CA P&DC PSA	19	14
Las Vegas NV PSA	19	7
Margaret L. Sellers CA P&DC Extended Peak Annex	5	2
Mid-Carolina NC PSA	15	7
Minneapolis MN PSA	13	4
Nashville TN PSA	12	4
New Jersey NJ PSA	10	9
Philadelphia PA NDC PSA	14	33
Pittsburgh PA PSA	12	29
Raleigh NC P&DC Extended Peak Annex	13	17
Seattle WA PSA	19	11
St. Louis MO PSA	10	8
Stockton CA Extended Peak Annex	8	1
Washington DC NDC PSA	13	17
Total	267	238