



National Postal Mail Handlers Union

Paul V. Hogrogian
National President

Michael J. Hora
National Secretary-Treasurer

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*Vice President
Central Region*

John A. Gibson
*Vice President
Eastern Region*

David E. Wilkin
*Vice President
Northeastern Region*

Lawrence B. Sapp
*Vice President
Southern Region*

Don J. Sneesby
*Vice President
Western Region*

July 16, 2019

TO: All Local Union Presidents
National/Regional CAD

FROM: Paul V. Hogrogian, National President
Michael J. Hora, National Secretary-Treasurer
Teresa Harmon, Manager, CAD

RE: Craft Determination on the Universal Sorting System (USS)

Attached to this memorandum is a letter from the Postal Service dated July 12, 2019, which sets forth its national craft determination for the USS or Universal Sorting System. The USS is currently in 8 postal facilities, with the Postal Service planning to add 15 more locations in the next year.

The Postal Service has determined that “the primary craft operation of the USS is the Mail Handler Craft.” The actual number of employees required to perform the duties associated with the USS at any time will be determined based on local configuration and operational needs. (As of today, only one USS includes a Scan Where You Band [SWYB] component; the clerk craft is the primary craft for the SWYB when it is attached to the USS.)

This determination will be implemented after 45 days, and is subject to appeal in accordance with the MOU Re Update of RI-399 dated June 26, 2018.

Please disseminate this information as you deem appropriate, and please do not hesitate to contact the National Office should you have any questions about a particular USS operation in your Local.

cc: National Executive Board

National Headquarters: 815 16th Street, NW, Suite 5100, Washington, D.C. 20006
(202) 833-9095 FAX (202) 833-0008 www.npmhu.org



July 12, 2019

Mr. Paul V. Hogrogian
National President
National Postal Mail Handlers' Union
815 16th Street, NW Suite 5100
Washington, DC 20006

Certified Mail Tracking Number:
7018 0360 0001 6256 9534

Dear Paul:

This letter is in regard to the jurisdictional craft determination for operation of the Universal Sorting System (USS). A site visit to observe the operation of the USS was conducted with the American Postal Workers Union (APWU) and the National Postal Mail Handlers Union (NPMHU) on April 2, at the Portland, Oregon Processing and Distribution Center (P&DC). In attendance for the APWU were Lynn Pallas-Barber, Ron Suslak and local representatives. In attendance for the NPMHU were Kevin Fletcher and local representatives. In attendance for the United States Postal Service (USPS) were Rickey Dean and Shannon Richardson.

The unions had previously been informed of the USS system during Technological and Mechanization meetings, in accordance with Article 4 of their respective collective bargaining agreements, in October 2017 and December 2018.

The USS processes non-machineable objects (NMOs), which are inducted on the system through parcel dumpers. The system singulates and orients the parcels and barcodes are read by a six-sided scan tunnel and camera system. The USS is modular and can be configured based on available floor space, with the number of outputs ranging from 4 to 18, and can scan and sort parcels up to 2,200 per hour. Currently, there are eight sites that have a USS. The Postal Service plans to install 15 additional USSs in 2019 and 2020.²

After reviewing the equipment operation, carefully considering the input from the APWU and the NPMHU, and applying the principles of RI-399, the Postal Service has determined the primary craft operation of the USS is the Mail Handler Craft. The volume of rejected parcels, requiring the operation of the one keying station, is minimal and could not be efficiently separated from the other duties performed on the USS. The reject keying station is not integral to the distribution operation of the machine.

The actual number of employees required to perform the duties associated with the USS at any time will be determined based on local configuration and operational needs. Where the USS has already been installed and is operational, assignment of the appropriate craft in accordance with this determination will be made as expeditiously as possible but no later than 90 days from the date of this letter.

² The USS currently installed in the Portland P&DC has an automated Scan Where You Band (SWYB) component. As of the date of this determination letter, this is the only USS equipment with SWYB directly attached to the machine. The Clerk Craft is the primary craft for operation of the automated SWYB units when attached to a USS.

In accordance with the Memorandum of Understanding, *Update of Regional Instruction (RI) 399 Procedures*, dated June 26, 2018, the above stated craft designation will go into effect no sooner than 45 days from the receipt of this notice.

Sincerely,

A handwritten signature in black ink, appearing to read "Rickey R. Dean", with a long horizontal flourish extending to the right.

RD Rickey R. Dean
Manager
Contract Administration (APWU)