

**MEMORANDUM OF UNDERSTANDING
(2021 – 2024)**

BETWEEN

**UNITED STATES POSTAL SERVICE
HONOLULU, HAWAII**

AND

**AMERICAN POSTAL WORKERS UNION
HONOLULU LOCAL 162
AFL-CIO**

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

PREAMBLE

This Local Memorandum of Understanding is entered into on June 22, 2022, at Honolulu, Hawaii, between the representatives of the United States Postal Service and the designated agent of the American Postal Workers Union, Honolulu Local 162, AFL-CIO, pursuant to the Local Implementation Provision of the 2021 National Agreement. This Local Memorandum of Understanding constitutes the entire agreement on matters relating to local conditions of employment.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

ITEM 1: WASH-UP

ARTICLE 8 – HOURS OF WORK, SECTION 9

Employer shall grant a reasonable wash-up time for all employees.

ITEM 2: FIXED OR ROTATING DAYS OFF

- A. Clerk Craft
Regular work week of five days will be established with fixed days off.
- B. Maintenance Craft
Regular work week of five days will be established with fixed days off.
- C. Motor Vehicle Craft
Traditional and Non-Traditional Duty Assignments will be established with days off as follows:
 - 1. Vehicle Operations: Fixed
 - 2. Vehicle Maintenance: Fixed

ITEM 3: EMERGENCY CURTAILMENT

ARTICLE 30 – GUIDELINES FOR THE CURTAILMENT OR TERMINATION OF POSTAL OPERATIONS

If an official alert and/or warning covering natural emergency conditions and/or conditions deemed as emergencies by Federal, State, and/or Local Emergency Agencies, prior to the employee's scheduled starting time, he will report at his regular scheduled time to his place of duty if possible.

Employees who are unable to report or who report late because of the above emergency conditions may request leave for the time involved.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

Employer shall publicize the official defense warning system at the work areas.

ITEM 4: LEAVE PROGRAM

ARTICLE 10 – LEAVE, Section 4.

- A. The Employer shall publicize the beginning date of the new leave year on the unit bulletin boards in the first week of October.
- B. Unit Supervisors will make a vacation chart available and contact employees by seniority no later than November 1 preceding the new leave year.
- C. Requests for annual leave in excess of ten (10) or fifteen (15) days within the choice vacation period may be granted by the employee's supervisor. An employee may appeal leave disapproved by the supervisor to the installation Head.
- D. The minimum number of employees allowed Annual leave inside and outside of the choice vacation period shall equal the number of employees identified in Item #9.

This applies **ONLY** within the Vacation sign up period and does **NOT** apply to incidental Annual leave requests.

- E. When calculating the percentage for the number of employees allowed leave each week, any fraction remaining will be rounded by normal rounding procedures, .50 and above will be rounded up to the next whole number. And any fraction below .50 will be rounded down to the next whole number.

ITEM 5: CHOICE VACATION PERIOD(S)

ARTICLE 10 – LEAVE, Section 3

- A. The duration of choice vacation period shall be as follows:
 - 1. Clerk Craft: begin the third Saturday in February and continue for thirty-six (36) consecutive weeks thereafter.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

2. Maintenance Craft: begin the first Saturday of the new leave year and conclude the last Friday in November.
3. Motor Vehicle Craft:
 - a) Motor Vehicle Operators/Tractor Trailer Operators: begin the second Saturday in March and continue for thirty-two (32) consecutive weeks thereafter.
 - b) Vehicle Maintenance Employees: begin the first Saturday in May and continue for twenty (20) consecutive weeks thereafter.

ITEM 6: VACATION START DAY

ARTICLE 10 – LEAVE, Section 4.D

Determination of the beginning day of an Employee's Vacation Period. The employee's vacation period will begin on Saturday.

ITEM 7: SPLITTING VACATION CHOICE

ARTICLE 10 – LEAVE

- A. During the first-round employees may sign up for annual leave within the designated choice vacation period. Employees who earn 13 days of annual leave per year shall be allowed to make one selection in units of five (5) or ten (10) continuous days. Employees who earn 20 or 26 days of annual leave per year shall be allowed the opportunity to make one selection in units of five (5) or ten (10) or fifteen (15) continuous days.
- B. During the second round, employees shall be allowed a second selection either inside or outside of the designated choice vacation period in units of five (5), ten (10), or fifteen (15) continuous days. The total days together with the first round, may not exceed ten (10) or fifteen (15) continuous days. Assignments of the second-round selections will be made by seniority only after all employees have had an opportunity to make their first-round selection.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

ITEM 8: CONVENTION TIME AND JURY DUTY

ARTICLE 10 – LEAVE

Jury duty or attendance at a National or State Convention shall not be charged to the choice vacation period.

ITEM 9: MAXIMUM NUMBER OF EMPLOYEES TO RECEIVE LEAVE

ARTICLE 10 – LEAVE

The maximum number of career employees who shall receive annual leave each week during the choice vacation period will be as follows:

A. Clerk Craft

1. Units with twelve (12) or less employees: one (1)
2. All other units: Thirteen percent (13%) of the number assigned.

B. Maintenance Craft

1. Clerical employees: One (1)
2. Mechanical employees:
 - a) **Electronics Technicians: One (1) per tour.**
 - b) Maintenance Mechanics, MPE: One (1) per tour.
 - c) All other mechanics assigned to Honolulu P&DC duties: One (1) per tour.
 - d) All other mechanics not assigned to Honolulu P&DC duties (stations and associate offices): One (1) per tour.
3. Custodial employees:
 - a) Tour 1: One (1)
 - b) **Tour 2: Two (2)**
 - c) **Station Branch: One (1)**
 - d) Tour 3: One (1)

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

C. Motor Vehicle Craft

1. Motor Vehicle Operators / Tractor Trailer Operators:

a: Tour 1: Two (2)

b: Tour 2: Two (2)

2. After all career MVOs and TTOs have completed the second-round option during choice vacation period, PSEs will have the opportunity to bid the remaining leave slots by PSE seniority.

3. Vehicle Maintenance Facility: Any fraction remaining will be rounded by normal procedures, .50 and above will be rounded up to the next whole number, and .49 and below will be rounded down to the next whole number.

a) Body-Fender: Fifty percent (50%)

b) General, Tool and Parts Clerks: Thirty-three percent (33%)

c) Storekeeper: Fifty percent (50%)

d) Automotive Technician: Fourteen percent (14%)

ITEM 10 – VACATION NOTICES

ARTICLE 10 – LEAVE

Unit Supervisors will, no later than December 15, post the approved vacation schedule on the unit bulletin board. Appropriate managers will retain the original vacation schedule and make it available to employees upon request. PS Form 3971 will be issued to employees as a receipt of their approved leave.

ITEM 11: LEAVE YEAR NOTICE

ARTICLE 10 – LEAVE

The Employer shall publicize the beginning date of the new leave year on the unit bulletin boards in the first week of October.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

ITEM 12: INCIDENTAL LEAVE OUTSIDE OF VACATION SCHEDULE

ARTICLE 10 – LEAVE – FORMULATION OF LOCAL LEAVE PROGRAM

- A. Leave requests submitted December 1 and later for the new leave year will be considered non-vacation planning or incidental leave.
- B. Applications for annual leave using PS Form 3971 will be considered on a first-come first served basis.
 - 1) When more than one (1) PS Form 3971 is submitted on the same day, requesting the same day off, they will be ranked by the “Time of Call or Request” on the PS Form 3971.
 - 2) When more than one (1) PS Form 3971 is submitted on the same day, requesting the same day off, and submitted at the same “Time of Call or Request” on the PS Form 3971, they will be ranked by Seniority.
- C. PS Form 3971 submitted for leave in advance of the date(s) requested shall be answered within a reasonable period of time. A PS Form 3971 submitted not more than seven (7) days in advance of the requested leave period shall be answered within two (2) days.
- D. The maximum number of employees who shall receive annual leave during vacation planning is only applicable during vacation sign-up. It is not applicable to determine approval/disapproval of incidental leave.
- E. Employees are to take their approved incidental/annual leave with them when transferring/bidding to a new section/station.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

ITEM 13: HOLIDAY SCHEDULING

ARTICLE 11 – HOLIDAYS, Section 6. Holiday Schedule

Holiday scheduling will be scheduled within each Craft:

1. MAINTENANCE CRAFT: by Section as defined as follows:

- A. All Full-time Employees having volunteered to work his/her Holiday and/or Designated Holiday, with the necessary skill by seniority.**
- B. All Full-time Employees having volunteered to work his/her non-scheduled “day(s)” with the necessary skills, by seniority.**
- C. All Full-time employees who have not volunteered to work his/her non-scheduled “day(s)” with the necessary skills by juniority.**
- D. All Full-time Employees who have not volunteered to work his/her Holiday and/or Designated Holiday, with the necessary skills by juniority.**

- 1) PMO Tour 1 – by Occupational Groups**
- 2) PMO Tour 2 – by Occupational Groups**
- 3) PMO Tour 3 – by Occupational Groups**
- 4) FMO Mechanics**
- 5) MOS Clerks**
- 6) Station Custodians – by station.**

2. POSTAL VEHICLE SERVICES: by Section and Tour as follows:

- A. All Full-time employees having volunteered to work his/her Holiday and/or Designated Holiday, with the necessary skills, by seniority.**
- B. All PTFs and PSEs with the necessary skills.**
- C. All Full-time employees having volunteered to work his/her non-scheduled days, with the necessary skills, by seniority.**
- D. All Full-time employees who have not volunteered to work his/her non-scheduled days with the necessary skills by juniority.**

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

- E. All Full-time employees who have not volunteered to work his/her Holiday and/or Designated Holiday, with the necessary skills by juniority.**

ITEM 13: HOLIDAY SCHEDULING

ARTICLE 11 – HOLIDAYS, Section 6. Holiday Schedule (Continued)

3. CLERK CRAFT: by Section and Tour (See Attachment 1)

- A. Full-time Regulars having volunteered to work his/her Holiday and/or Designated Holiday, with the necessary skills.
- B. All Available PSEs with the necessary skills.
- C. All Full-Time Employees having volunteered to work his/her non-scheduled “day(s)” with necessary skills, by seniority.
- D. All Full-Time Employees who have not volunteered to work his/her non-scheduled “day(s)” with the necessary skills by Juniority on a rotation basis.
- E. All Full-Time Employees who have not volunteered to work his/her Holiday and/or Designated Holiday, with the necessary skills by Juniority, on a rotation basis.

ITEM 14: OVERTIME DESIRED LIST

ARTICLE 8 – HOURS OF WORK, Section 5. Overtime Assignments

Overtime Desired Lists will be established as follows:

- A. Clerk Craft: By Tour and Section as defined in Attachment 1.
- B. Maintenance Craft: Tour by Section (Honolulu P&DC) or Station.
The Maintenance Department will follow the current LMOU and post Overtime Desired List by Tour by Section.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING - APWU

C. Motor Vehicle Craft:

To create two (2) desired list, prior to each quarter, two (2) will be posted in the unit for all Full-time employees who desire to work overtime to sign by Type of Operator and Level of Operator. The Quarterly overtime desired list will offer employees who desire to work up to ten (10) hours, ten (10+) and/or 6th day.

A third (3rd) Desired List will be created for daily overtime. The third (3rd) Overtime List will allow non-OTDL drivers an opportunity to sign-up for overtime on that working day if the “operator” is available and willing to volunteer.

1. MOTOR VEHICLE SERVICES

- a. Motor Vehicle Operators – Level 7**
- b. Tractor-Trailor Operators – Level 8**
- c. When the need for overtime is needed, pecking order shall be as followed:**
 - 1) Overtime Desired List by the level of operator(s) needed by seniority on a rotation basis.**
 - 2) Sixth (6th) day Overtime, not to exceed eight (8) hours overtime in a service working day.**
 - 3) Daily Overtime List, Full-time Regulars not on the ODL, by Level and Seniority.**
 - 4) Part Time Flexibles by Level and Juniority.**

2. Vehicle Maintenance Facility:

- a. General Clerk**
- b. Storekeeper & Tool and Parts Clerk**
- c. Body & Fender**
- d. Technician (Mechanic)**

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING – APWU

- D. When an overtime desired list is established by “tour” or “tour by section”, each “tour” is defined as that tour on which the majority of the starting times of the bid assignment are between the hours listed below:

Tour 1: 8:00 p.m. – 3: 59 a.m.

Tour 2: 4:00 a.m. – 11:59 a.m.

Tour 3: 12:00 noon – 7: 59 p.m.

ITEM 15: LIGHT DUTY – NUMBER OF ASSIGNMENTS

ARTICLE 13 – ASSIGNMENT OF ILL OR INJURED REGULAR WORK FORCE EMPLOYEES

The USPS will comply with Article 13.2.B regarding permanent light duty requests. The parties further understand that the number of light duty requests can fluctuate, therefore each light duty request shall be shown the greatest consideration, in accordance with Article 13.2.C of the Collective Bargaining Agreement.

ITEM 17: LIGHT DUTY – IDENTIFYING ASSIGNMENTS

ARTICLE 13 – ASSIGNMENT OF ILL OR INJURED REGULAR WORK FORCE OF EMPLOYEES

Section 3. Light-Duty Assignments

- A. Light-duty assignments within each craft will be identified as follows:

1. Clerk Craft: Light duty work will be considered as those which the employee is physically able to perform subject to the limitation of the written statement from a licensed physician.
2. Maintenance Craft: Temporary light duty work will be considered as those which the employee is physically able to perform subject to the limitation of the written statement from a licensed physician.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING – APWU

3. Motor Vehicle Craft: Temporary light duty will be considered as those which the employee is physically able to perform within the MVS Craft subject to the limitation of the written statement from a licensed physician.
- B. The Postal Installation head may temporarily assign an employee to limited or light duties when the employee is unable to perform the full duties because of medical reasons. If such assignments are made, they must be in accordance with any applicable Collective Bargaining Agreement.
- C. Prior to assigning such work outside of the employee's craft, the President of the APWU or his/her designee will be consulted prior to the assignment.

ITEM 18: SECTIONS FOR REASSIGNMENTS

ARTICLE 12 – PRINCIPLES OF SENIORITY, POSTING AND REASSIGNMENTS

Section 5. Reassignments

For the purpose of reassignment within the installation, employees excess to the needs of a section; a section defined as follows:

- A. Clerk Craft: Section as defined in Attachment 1. (w/accepted changes/corrections to Attachment 1)
- B. Maintenance Craft: Section defined as follows:
 1. PMO Tour 1 – by Occupational Groups
 2. PMO Tour 2 – by Occupational Groups
 3. PMO Tour 3 – by Occupational Groups
 4. FMO Mechanics – by Occupational Groups
 5. MOS Clerks
 6. Custodians – Individual Stations and/or Branches – by Tour
- C. Motor Vehicle Craft: Sections are defined as follows:
 1. Postal Vehicle Service: Occupational Code(s) are as follows:
 - a. Motor Vehicle Operator – Level 7
 - b. Tractor-Trailer Operator – Level 8

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING – APWU

2. Vehicle Maintenance Facility:
 - a. General Clerk, Storekeeper and Tool Parts Clerk
 - b. Body & Fender
 - c. Automotive Technician (Mechanic)

To determine which section a bid position belongs to when the “descriptions” or “new section” are similar, each “tour” is defined as that tour on which the majority of the starting times of the bid assignment are between the hours listed below:

| | |
|---------|------------------------|
| Tour 1: | 8:00 p.m. – 3:59 a.m. |
| Tour 2: | 4:00 a.m. – 11:59 a.m. |
| Tour 3: | 12:00 p.m. – 7:59 p.m. |

ITEM 19: PARKING

ARTICLE 20 – PARKING

Parking spaces excess to the need of the Federal Government shall be made available to employees on a first-come first-serve basis.

ITEM 21: CRAFT ITEMS

ARTICLE 37 – CLERK CRAFT

Section 1. Seniority

- A. An updated seniority list and roster (showing current pay locations) of all full-time employees shall be posted and a copy furnished to the local union on a quarterly basis.
- B. An updated roster of all Postal Support Employees shall be posted, and a copy furnished to the local union on a quarterly basis.

Section 2. Posting and Bidding

- A. A duty assignment will be reposted when:
 1. A scheme is added.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING – APWU

2. The starting time is changed more than one (1) hour, and the incumbent does not accept the new reporting time.
3. The starting time is changed such that the bid position is moved to another section, as defined by Attachment 1.
- 4. The principal assignment area is changed.**

B. A duty assignment will not be reposted when:

- 1. A scheme is deleted.**
- 2. The incumbent accepts a change in starting time of more than one (1) hour and the bid position remains within the section as defined by Attachment 1.**

C. To determine which section a bid position belongs to when the “descriptions” or “new section” are similar, each “tour” is defined as that tour on which the majority of the starting times of the bid assignment are between the hours listed below:

| | |
|---------|------------------------|
| Tour 1: | 8:00 p.m. – 3:59 a.m. |
| Tour 2: | 4:00 a.m. – 11:59 a.m. |
| Tour 3: | 12:00 noon – 7:59 p.m. |

D. The successful bidder must be placed in the new assignment within sixteen (16) days except in the month of December.

ITEM 21: CRAFT ITEMS

ARTICLE 38 – MAINTENANCE CRAFT

Section 1. Introduction

All PS Form 1723's for Maintenance Craft employees shall be provided to the Local Union via the Maintenance Craft Director or Designee. This will include both bargaining and non-bargaining unit details.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING – APWU

Section 2. Seniority

- A. Craft seniority definition: Total continuous maintenance craft service in the Honolulu Installation. This seniority shall be used for vacation planning, holiday scheduling, and overtime assignments.
- B. An updated craft seniority list, as defined above, shall be posted and a copy furnished to the local union on a quarterly basis.

ITEM 21: CRAFT ITEMS

ARTICLE 39 – MOTOR VEHICLE CRAFT

Section 1. Seniority

A seniority list will be posted in accordance with Article 39, Section 1.F of the National Agreement at least twice in a calendar year.

Section 2. Posting

- A. If a change in starting time of a duty assignment exceeds two (2) hours, such assignment shall be posted.
- B. A successful bidder must be placed in the new assignment within fifteen (15) days except in the month of December.

ITEM 22: PROCESS FOR CONVERTING TRADITIONAL TO NON-TRADITIONAL DUTY ASSIGNMENTS

ARTICLE 30 – Local Implementation of this Agreement relating to Seniority, Reassignment and Posting

- A. In accordance with the existing MOU on NTFT duty assignments, before implementing any new non-traditional assignments the local union will have the opportunity to review, comment, make suggestions and propose alternatives.

2021 – 2024 LOCAL MEMORANDUM OF UNDERSTANDING – APWU

- B. All time limits in Article 12, 37 and 39 will be adhered to as applicable to the specific situation.
- C. Any requests for information related to the new NTFT duty assignments will be handled in accordance with Article 31 of the Collective Bargaining Agreement.

2021 - 2024 LOCAL MEMORANDUM OF UNDERSTANDING

ATTACHMENT #1 - DEFINITION OF A SECTION

| 2007 | 2011 | 2016 | 2020 | DESCRIPTION | NEW SECTION |
|------|------|------|------|--|---------------------|
| | 106 | 106 | 106 | SURFACE EXPEDITER | DOCK |
| | | | | INC PARCELS, PRIORITY MAIL, PRINTS, SCF & STATES PRIORITY OUTSIDE & | |
| 150 | 126 | 126 | 126 | NON-MACHINABLE PIECS & <i>LCUS</i> | APBS / SPBS |
| 189 | 133 | 133 | 133 | AUTOMATION, PARS, LCTS & <i>AFCS200</i> | AUTOMATION |
| 145 | 153 | 153 | 153 | AFSM 100 | AFSM 100 |
| | | | | AIR CARGO, AAA, ATS, AFTL | |
| | | | | TAG BLASTER, SIGNODE FLATS BANDER, | |
| | | | | MOSEA LETTER BANDER, EXPRESS MAIL, | |
| | | | | SWYB, ZONE 20, POUCH RACK, TIMES WEB | |
| 171 | 176 | 176 | 176 | <i>SURFACE VISIBILITY (CSV) EAST/WEST DOCK</i> | AIR CARGO |
| 191 | 182 | 182 | 182 | REGISTRY, POSTAGE DUE | REGISTRY |
| 275 | 190 | 190 | 190 | MILITARY/FOREIGN, FOREIGN EXPRESS | MILITARY |
| 199 | 193 | 193 | 193 | CLERICAL | GENERAL CLERK T-1 |
| | | | 206 | SURFACE EXPEDITER | SURFACE EXPEDITER |
| 250 | 226 | 226 | 226 | OPN 115, SPBS, PARCELS & <i>LCUS</i> | APBS / SPBS |
| 289 | 233 | 233 | 233 | AUTOMATION, PARS, LCTS & <i>AFCS200</i> | AUTOMATION |
| | | 253 | 253 | AFSM 100 | AFSM 100 |
| | | | | AIR CARGO, AAA, ATS, AFTL | |
| | | | | Tag Blaster, Signode, Flats Bander | |
| | | | | Times Web, Mosca Letter Bander, | |
| | | | | States Outgoing, Express Mail, SWYB | |
| | | | | Manual LC Distribution | |
| | | | | Incoming / Outgoing Records Clerk | |
| 271 | 276 | 276 | 276 | <i>SURFACE VISIBILITY (CSV) EAST/WEST DOCK</i> | AIR CARGO |
| 291 | 282 | 282 | 282 | POSTAGE DUE, REGISTRY | REGISTRY |
| 275 | 290 | 290 | 290 | MILITARY/FOREIGN, FOREIGN EXPRESS | MILITARY |
| 299 | 293 | 293 | 293 | CLERICAL | GENERAL CELRK T-2 |
| 350 | 326 | 326 | 326 | OND, CONE, SPBS, OPN 110 & <i>LCUS</i> | APBS / SPBS |
| | | | | AUTOMATION, PARS, LCTS | |
| 389 | 333 | 333 | 333 | <i>AFCS 200</i> | AUTOMATION |
| 373 | 343 | 343 | 343 | OPNS 043, 030, NIXIE | MANUAL DISTRIBUTION |
| 345 | 353 | 353 | 353 | AFSM 100 & <i>NON-MACHINABLE 060-073</i> | AFSM 100 |
| | | | | AIR CARGO, AAA, ATS, AFTL | |
| | | | | Tag Blaster, Signode Flats Bander, | |
| | | | | Mosea Letter Bander, Express Mail, | |
| | | | | SWYB, LCTS Outgoing | |
| 371 | 376 | 376 | 376 | <i>SURFACE VISIBILITY (CSV) EAST/WEST DOCK</i> | AIR CARGO |
| 375 | 390 | 390 | 390 | Military / Foreign | Military |
| 391 | 382 | 382 | 382 | REGISTRY, POSTAGE DUE | REGISTRY |
| 399 | 393 | 393 | 393 | CLERICAL | GENERAL CELRK T-3 |
| 460 | 460 | 460 | 460 | In-Plant Support | IN-PLANT SUPPORT |

| 2021 - 2024 LOCAL MEMORANDUM OF UNDERSTANDING | | | | | |
|---|------|--|------|--|---------------------|
| | | | | | |
| | | | | | |
| | | | | ATTACHMENT #1 - DEFINITION OF A SECTION | |
| 2007 | 2011 | 2016 | 2020 | DESCRIPTION | NEW SECTION |
| 501 | 501 | 501 | 501 | Aina Haina | AINA HAINA |
| 506 | 506 | 506 | 506 | Main Office Window Services & Vending | MOWS |
| 507 | 507 | 507 | 507 | Computer Forwarding System | CFS |
| 511 | 511 | 511 | 511 | Ala Moana | ALA MOANA |
| 516 | 516 | 516 | 516 | Uptown | UPTOWN |
| 518 | 518 | 518 | 518 | Zone 18 | ZONE 18 |
| 519 | 519 | 519 | 519 | Sand Island | SAND ISLAND |
| 520 | 520 | 520 | 520 | Downtown | DOWNTOWN |
| 521 | 521 | 521 | 521 | Fort Shafter | FORT SHAFTER |
| 526 | 526 | 526 | 526 | Hawaii Kai | HAWAII KAI |
| 531 | 531 | 531 | 531 | Hickam | HICKAM |
| 536 | 536 | 536 | 536 | Kaimuki | KAIMUKI |
| 541 | 541 | 541 | 541 | Kapalama | KAPALAMA |
| 552 | 552 | 552 | 552 | MOU 1 | MOU 1 |
| 553 | 553 | 553 | 553 | MOU 3 | MOU 3 |
| 556 | 556 | 556 | 556 | Moiliili | MOILIILI |
| 561 | 561 | 561 | 561 | Makiki | MAKIKI |
| 576 | 576 | 576 | 576 | Tripler | TRIPLER |
| 581 | 581 | 581 | 581 | Waialae-Kahala | WAIALAE-KAHALA |
| 591 | 591 | 591 | 591 | Waikiki | WAIKIKI |
| | | | | Administrative Services/Contract | |
| 700 | 700 | 700 | 700 | Technicians | ADMIN SERVICES |
| 720 | 721 | 721 | 721 | Timekeeping | TIMEKEEPING |
| 722 | 722 | 722 | 722 | Statistical Program | STATISTICAL PROGRAM |
| 720 | 724 | 724 | 724 | Accounting | ACCOUNTING |
| 740 | 740 | 740 | 740 | PEDC | PEDC |
| 750 | 750 | 750 | 750 | Operations Program Support | OPS PROGRAM SUPPORT |
| 751 | 751 | 751 | 751 | Address Management Systems | AMS |
| | | | | Complaints, Claims/Inquiries, | MARKETING |
| 760 | 760 | 760 | 760 | Accountable Paper, Express | |
| 762 | 762 | 762 | 762 | Bulk Mail/Mail Requirements | BULK MAIL/ MAIL REQ |
| | | *Permanent Light and Limited employees are | | | |
| | | assigned to the work section | | | |

2021 - 2024 LOCAL MEMORANDUM OF UNDERSTANDING – APWU

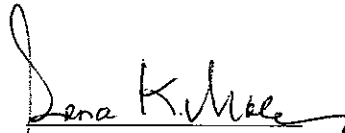
IN WITNESS WHEREOF THE PARTIES HERETO AFFIX THEIR SIGNATURES BELOW.

FOR THE
UNITED STATES POSTAL SERVICE:

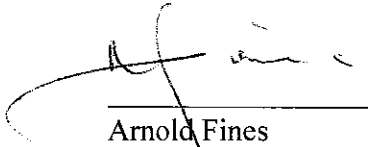


Rodney Tauvela
Chief Spokesperson
Honolulu P&DC
U.S. Postal Service

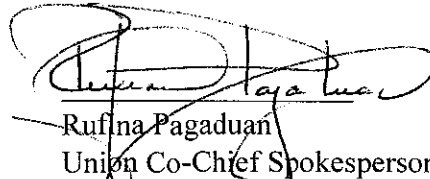
FOR THE UNION:



Gena K. Moeava
President /Chief Spokesperson
APWU Honolulu Local 162
AFL-CIO



Arnold Fines
Co-Chief Spokesperson
Honolulu P&DC
U.S. Postal Service



Rufina Pagaduan
Union Co-Chief Spokesperson
APWU Honolulu Local 162
AFL-CIO