



June 1, 2015

Mr. Paul V. Hogrogian  
President  
National Postal Mail Handlers  
Union (NPMHU)  
1101 Connecticut Avenue, NW, Suite 500  
Washington, DC 20036-4304

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Dear Paul:

This letter is in regard to the jurisdictional craft determination for operation of the Small Parcel Sorting System (SPSS). On April 23 members of the RI-399 National Dispute Resolution Committee (NDRC) visited the West Valley Processing & Distribution Center (P&DC) to observe the SPSS in operation. By the enclosed letter dated April 28, the Postal Service asked the American Postal Workers Union (APWU) and the National Postal Mail Handlers Union (NPMHU) to provide input regarding which craft should be the primary craft for operation of the machine. The Postal Service received input from both unions by letters dated May 7.

The SPSS is designed to provide additional processing support for the growing package needs of small parcels weighing 20 pounds or less. As indicated in previous correspondence and the February 10 briefing provided to the unions, the Postal Service plans to deploy 26 SPSS machines, in addition to the 5 pilot test locations.

The standard configuration for the SPSS includes five (5) induction stations on one platform with 196 discharge chutes to wiretainers, pallet boxes or spinner sack racks. Parcels are dumped onto incline belts leading to each induction station. The operator then singulates, faces and slides packages to the induction belt. There will be no keying operation associated with the SPSS. The system collects weight & dimensions of every package, and includes a Postal Furnished Equipment (PFE) Top-read camera, with OCR enhancement, to identify barcodes. Packages are discharged to the appropriate wiretainers, sack or pallet box, and sweepers remove the containers for transfer to the appropriate dispatch area.

Recent enhancements to the pilot machine, as indicated in the enclosed April 28 follow up correspondence, include:

4. Larger carrier cell size – allowing larger packages to be processed;
5. OCR capability – providing improved address and barcode readability; and
6. VCS capability – providing remote coding capability through the REC site.

The duties performed in operation of the SPSS include:

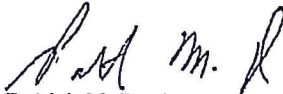
- Retrieval of packages from a staging area
- Operating a container dumper and dumping packages onto incline belt
- Singulating/separating packages
- Facing/Feeding packages to induction belt
- Sweeping packages (removing full containers and replacing with empty containers)
- Transporting full containers to a staging area

The duties performed on the SPSS are similar to those performed on the Automated Package Processing System (APPS) and the Automated Parcel Bundle Sorter (APBS), with one distinct difference. On the APBS, the employees singulating and facing the mail also perform keying duties. Where keying is involved, the work is normally assigned to the Clerk Craft. However, the SPSS, with OCR and VCS capability, eliminates the need for any keying whatsoever. Therefore, the duties performed on the SPSS are most similar to those performed on the APPS, where no keying is involved.

After reviewing the equipment operation, carefully considering the input from the American Postal Workers Union, AFL-CIO and the National Postal Mail Handlers Union, and applying the principles of RI-399, the Postal Service has determined that all duties performed on the SPSS are most similar to the duties performed by a Mail Handler. Accordingly, the primary craft for all duties associated with the operation of the SPSS is the Mail Handler Craft.

The actual number of employees required to perform the duties associated with the SPSS at any time will be determined based on local configuration and operational needs. In the test sites where the SPSS is already in operation and clerk craft employees have been utilized for machine testing, 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.

Sincerely,



Patrick M. Devine  
Manager  
Contract Administration (APWU)

Enclosures

(CA2015-342)