



# National Postal Mail Handlers Union

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August 18<sup>th</sup> 2023

**TO:** All Local Union Presidents  
National/Regional CAD

**FROM:** Paul V. Hogrogian, National President *PH*  
Teresa Harmon, Manager, CAD *TH*  
Thomas Ruther, CAD Representative and NDRC Member *TR*

**RE:** Craft Determination, High Output Parcel Sorter(HOPS)

We enclose a copy of an August 18, 2023 letter, just received in the National Office, that sets forth the Postal Service's determination of craft jurisdiction for employees operating the High Output Parcel Sorter (HOPS). The HOPS processes machinable packages up to 25 pounds and a size up to 15"x18"x22. The HOPS is currently deployed in several facilities throughout the country and will be installed in many of the RPDC that are being planned.

As set forth in the attached letter, the Postal Service has determined that all jurisdictional assignments on the HOPS will be awarded to the Mail Handler craft except for the function of Keying or Facing on the Reject Lane.

The National Office will begin the process of disputing the craft jurisdiction awarded to the Clerk craft through the RI-399 Update MOU.

Should you have any questions about this letter or its implementation in any particular facility, please contact the National CAD. Please note that, as stated in the USPS letter, any HOPS machine that currently is operational should be adjusting assignments, if necessary, within 90 days from the August 18, 2023 date of the USPS letter, and this jurisdictional determination will go into effect no sooner than 45 days from the August 18, 2023 date of the USPS letter.

Please disseminate this memorandum and the attached letter as you deem appropriate.

Cc: Kevin P. Tabarus, National Secretary-Treasurer  
National Executive Board

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August 18, 2023

Mr. Paul V. Hogrogian  
President  
National Postal Mail Handlers Union  
815 16<sup>th</sup> St NW STE 5100  
Washington, DC 20006-4101

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Dear Paul:

This letter is in regard to the jurisdictional craft determination for operation of the High Output Package Sorter (HOPS). A site visit to observe the operation of the HOPS was conducted with the American Postal Workers Union (APWU) and National Postal Mail Handlers Union (NPMHU), on January 26, at the Memphis, Tennessee Mail Processing Annex (MPA).

The Union has previously been informed of the HOPS during Technological and Mechanization meetings and written correspondence.

The HOPS processes machinable packages, which are inducted on the system through a parcel dumpster. The system singulates the parcels and barcodes are read by a six-sided scan tunnel camera system. The HOPS can be configured based on available floor space, with the number of outputs ranging from 200 to 300 and can scan and sort parcels up to 25 pounds and 15"x18"x22". The HOPS has the ability to process up to 8,500 parcels per hour and bundles at a slightly reduced throughput. Currently, there are five (5) sites that have a total of thirteen (13) HOPS either in use or in various stages of installation. The Postal Service plans to install ten (10) additional HOPS in calendar year 2024.

The induction and sweeping duties performed on the HOPS are most similar to those on the Automated Package Processing System (APPS) and the Small Parcel Sorting System (SPSS). The duties performed on at the reject station, to include keying and facing are most similar to those on the Automated Parcel Bundle Sorter (APBS), the Small Parcel Bundle Sorter (SPBS), and the SPSS.

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 designation for the performance of duties for operation of the HOPS is as follows:

1. Retrieval and staging of parcel containers: **Mail Handler Craft**

2. Unload containers onto the induction belt utilizing powered container unloaders, and cull out NMOs: Mail Handler Craft
3. Monitor induction belts to singulate, as necessary, and cull out NMOs: Mail Handler Craft
4. Reject Station, to include keying and facing: Clerk Craft
5. Sweep full containers, including sacks: Mail Handler Craft
6. Transport full containers to dispatch area: Mail Handler Craft

The actual number of employees required to perform the duties associated with the HOPS at any time will be determined based on local configuration and operational needs. Where the HOPS 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.

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,



Shannon Richardson  
Director  
Contract Administration (APWU)