

Hutchinson Star Route, Inc.

Disqualifying Factors

Access to the U.S. Mail and Postal Service Facilities

Applicants will not be allowed access to Postal Service facilities or the mail under the following circumstances:

1. If they are the subject of an outstanding warrant.
2. If they have been convicted of illegally using, possessing, selling, or transferring controlled substances within the past 5 years.
3. If they have been convicted of a felony criminal charge within the past 5 years.
4. If they have been convicted of offenses involving dishonesty, moral turpitude, financial gain, or assault within the past 5 years.
5. If they are on parole, probation, or under a suspended sentence for commission of a felony or any controlled-substance charge.
6. If there are pending felony charges or any pending controlled-substance charges against them.
7. If there is an established pattern of criminal conduct that could undermine the efficiency of the Postal Service or the safety of its employees.
8. If they have been convicted of, under investigation for, or under indictment for stealing mail or other postal crimes.

Note: Other postal crimes may include a cease and desist order for a mail fraud activity, a temporary restraining order, or a final restraining order for mail fraud activity.

Applicants may not be allowed access to the mail or to Postal Service facilities if the Postal Service is unable to obtain results from a criminal history inquiry through local agencies (in this preferred order: state, county, city) where the applicant resided and was employed during the 5-year period before submitting the application. Exceptions may be considered on a case-by-case basis by the Inspector in Charge, Security.

If the applicant is not a U.S. citizen, he or she must be legally authorized to work in the United States. Access to the mail or to Postal Service facilities will not be granted if a full 5-year criminal history cannot be obtained.

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Additional Grounds for Denial of Access to the Mail and Postal Service Facilities

A non-sensitive clearance may be denied or revoked based on information developed during either the initial investigation or an investigation to update a clearance. Denial or revocation may be based on an appraisal of circumstances surrounding serious incidents involving the individual, related to the following, regardless of when they occurred:

1. Refusal to furnish information requested pursuant to applicable laws, rules, and regulations that would aid in the determination of qualifications for a security clearance.
2. Dismissal from prior employment for cause.
3. Intentional false statements, deception, or fraud in an application for clearance or in a submission of information furnished incidental to a contract with the Postal Service.

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Exhibit Table 131.3

Driver Disqualifications

General Disqualifying Factors		
<ol style="list-style-type: none"> 1. Applicant lacks adequate driving experience over the type of terrain and weather to be experienced on the route. 2. Applicant has a pending proceeding for suspension of driver's license, or has had license suspended for any moving violation within the last 3 years. 3. Applicant has had driver's license revoked within the last 5 years. 		
Specific Disqualifying Factors		
Type of Violation	More than the indicated number of convictions within the last:	
	3 years	5 years
Reckless or careless driving.	1	2
Any driving conviction involving use of drugs, alcohol, or other controlled substances.	0 (none permitted)	0 (none permitted)
Any driving conviction involving drugs, alcohol, or other controlled substances while operating a vehicle under Postal Service contract.	0 (none permitted)	0 (none permitted)
At-fault accidents (i.e., accidents for which the driver was convicted of a moving violation).	2, or any at-fault accident resulting in a fatality.	2, or any at-fault accident resulting in a fatality.
Leaving the scene of an accident.	0 (none permitted)	0 (none permitted)
All other moving traffic offenses (includes speeding violations).	3 (or more than 1 in the last year)	5 (or 3 or more for same offense)
<p>Notes:</p> <p>For purposes of determining disqualifying violations, only offenses for which there was a conviction are considered.</p> <p>Time frames for disqualification are measured from the date of the offense, not the date of the conviction.</p> <p>The "3 years" column applies only if the 5-year driving record is unavailable.</p>		