



On the Road Again

Working for an HCR or CDS contractor

A Highway Contract Route (HCR) contract is a mail transportation contract. A Contract Delivery Service (CDS) contract is a mail delivery contract. A postal employee may not hold, nor bid upon, an HCR contract or a CDS contract. A postal employee may be able to *work for* an HCR or CDS contractor with some limitations.

A postal employee may not accept supplemental employment with an HCR or CDS contractor if it interferes with postal work hours.

A postal employee may not manage an HCR or CDS contract if the employee's spouse has an interest in the contract or works under the contract.

Obtain prior approval from the Ethics and Legal Compliance team (ethics.help@usps.gov) before accepting supplemental employment. And that's smart business.