

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

Due to continued staffing challenges in rural delivery operations, the parties have agreed to a temporary limited modification to Article 8.1, which prohibits regular rural carriers working on Sunday; and to Article 30.1.P, which prohibits regular rural carriers from serving all or part of any rural route other than his or her assigned route.

No regular rural carrier **will be required** to work on Sunday or serve part of any rural route other than the assigned route. For the purposes of the work outlined in this MOU, regular rural carriers must **volunteer** to perform these additional duties.

Beginning on Saturday, August 23, 2025, regular rural carriers may **volunteer** to work on Sunday and may also **volunteer** to provide assistance on other rural routes in the office. Managers will ask for volunteer regular rural carriers who wish to work on Sundays to deliver packages on any route(s) in the office or perform service on other rural routes Monday through Saturday. Volunteering to work on Sunday or on other rural routes does not provide a guarantee or entitlement to work these assignments.

Prior to scheduling a regular rural carrier who has volunteered for Sunday work as identified in this MOU, management must first schedule all assistant rural carriers (ARCs), who are assigned to either the hub or associated spoke offices, and then all available leave replacements in the office, including stations, branches, and any remotely-managed post offices (RMPO), prior to scheduling volunteer regular rural carriers for Sunday work. Volunteer regular rural carriers will be scheduled for Sunday work on a rotating basis by seniority, following the scheduling of ARCs and leave replacements as outlined above.

A regular rural carrier's assigned route **must** be completed prior to scheduling that volunteer regular rural carrier for service on another route in the office. In addition, offices must comply with the provisions of Article 30.2.D, prior to scheduling a volunteer regular rural carrier to provide assistance on another rural route(s) in the office.

Regular rural carriers will be compensated at the overtime rate pursuant to Article 9.2.A.1.k., for hours worked on Sunday and for service on any rural route other than their assigned routes. All work hours must be recorded in the Actual Weekly Hours block on PS Form 1314. Hours worked on Sunday or spent providing service on other rural routes are also annotated in the Daily Overtime block.

Regular rural carriers who work their relief day in accordance with Article 8.5, will **not** be scheduled to perform service on other rural routes in the office on that day. Additionally, management may bypass scheduling these volunteer regular rural carriers for work on Sunday or on other rural routes if it would cause the carrier to exceed the annual workhour guarantee.

This MOU will expire May 20, 2027.



Michael J. Elston  
Vice President  
Labor Relations



Donald L. Maston  
President  
National Rural Letter Carriers' Association

Date: August 15, 2025