

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

The parties have agreed to an interim process for implementation of the revised rural route standard allowances under the Rural Route Evaluated Compensation System (RRECS). The primary components of this interim RRECS implementation process include a plan for all rural carriers to perform the necessary rural activity scans using the MDD, an agreed upon methodology to incorporate the drive speed matrix and credits associated with parcel deliveries to the door without finalized route mapping, and a schedule for calculating route evaluations.

Rural carriers in offices not already performing the necessary RRECS activity scans began scanning as early as February 26, and will continue until April 22, 2022, to gain proficiency with the new scans. Beginning April 23, a two-week survey will be conducted to determine the average weekly number of activity scans per route. Once the average is determined, the route evaluations will be adjusted through a base hour change retroactive to April 23, 2022.

The interim methodology to calculate the drive speed for each rural route will utilize the route stops excluding traffic control points, and the authorized mileage to determine the average interval, on the route for application of the appropriate standard from the Drive Speed Matrix. The parties will also agree on an average time to be applied to parcel deliveries to the door. This interim methodology will only be used on those routes that have not been fully mapped at the time of each evaluation. Mapped rural routes will use the information specific to the route for application of the drive speed matrix and parcel delivery credit at the time of evaluation.

Additionally, the parties have agreed to two (2) route evaluation calculations for the first year of implementation to capture one full year of RRECS activity scans. Bi-annual evaluations will occur in subsequent years during specified time periods. The dates for the initial year route evaluations are as follows:

1. The first evaluation will be calculated utilizing volume data collected in the immediately preceding 52-week period (Sept 24, 2021, through September 23, 2022), activity scan data beginning April 23 through September 23, 2022, along with mini mail survey data collected in the last two weeks of this 52-week period, ending September 23, 2022.
2. The second evaluation will be calculated utilizing the preceding 52 weeks of volume data ending on April 21, 2023, activity scan data for 52 weeks (April 23, 2022, through April 21, 2023), along with mini mail survey data collected in the last two weeks of the 52-week period, ending April 21, 2023.

Following the initial year of implementation, all rural routes will be evaluated utilizing the preceding fifty-two (52) weeks of volume and activity scan data, along with the mini mail survey data. The mini mail survey will be conducted during the first full pay period of March and September, respectively, beginning with September 2023.

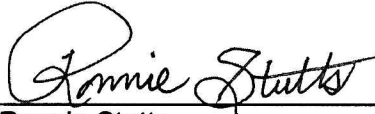
All route evaluations will be effective at the beginning of the second full pay period following the completion of the data collection period.

The interim RRECS methodology will be utilized, as needed, for any routes remaining unmapped through the September 2023 data collection period. Either party may request to reevaluate the interim RRECS methodology, at any time prior to completion of the mapping of all rural routes.

The parties further agree to discuss procedures necessary to account for future route adjustments and information sharing.



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Ronnie Stutts
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National Rural Letter Carriers'
Association

Date: 3/31/2022