

**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 who are not already performing the necessary RRECS activity scans using the MDD will begin scanning on February 19, 2022, to gain proficiency with the new scans. Beginning March 12, 2022, 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, provided the rural carriers' evaluated compensation will increase.

The interim methodology to incorporate the drive speed matrix will utilize the route stops including traffic control points, and the authorized mileage to determine the average interval on each rural route for application of the appropriate standard. Additionally, the average driving and walking distances will be calculated using the appropriate standard and 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 that there will be quarterly route evaluation calculations for the first year of implementation and bi-annual evaluations in subsequent years unless the parties otherwise agree. The dates for these evaluations are as follows:

1. The first evaluation will be calculated utilizing volume data collected in the immediately preceding 52-week period (June 19, 2021 through June 17, 2022), activity scan data for one quarter (March 12 through June 17, 2022), along with a mini mail count conducted during the last two weeks of this 52-week period, ending June 17.
2. The second evaluation will be calculated 12 weeks later utilizing 52 weeks of volume data ending on September 9, 2022, activity scan data (March 12 through September 9, 2022), along with mini mail count data collected in the last two weeks of this 52-week period, ending September 9.
3. The third evaluation will be calculated 14 weeks later utilizing 52 weeks of volume data ending on December 16, 2022, activity scan data (March 12 through December 16, 2022), along with mini mail count data collected in the last two weeks of this 52-week period, ending December 16.
4. The final interim evaluation will be calculated utilizing the preceding 52 weeks of volume data ending on March 10, 2023, activity scan data for 52 weeks (March 12, 2022 through March 10,

2023), along with mini mail count data collected in the two weeks of the 52-week period, ending March 10.

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

Following the first year of quarterly evaluations, all rural routes will be evaluated every twenty-six (26) weeks utilizing the preceding fifty-two (52) weeks of volume and activity scan data, along with the mini mail count data.

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

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President
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This MOU provides final dates for the implementation of RRECS, using interim standards for driving time and the driving and walking distances for delivery of parcels to the door. These interim standards will only be used until the route is mapped by the carrier. The actual mapping data will replace the interim standards in the next evaluation calculation.

52 weeks of mail volume data will be used in every evaluation. The number of weeks of RRECS scan data (for items such as loading time, boxholders, safety/service talks, end-of-shift duties etc.) will increase with each evaluation for the first year, averaging those elements over a greater period of time as the interim process progresses.