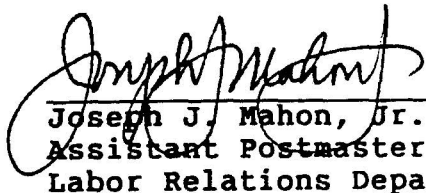
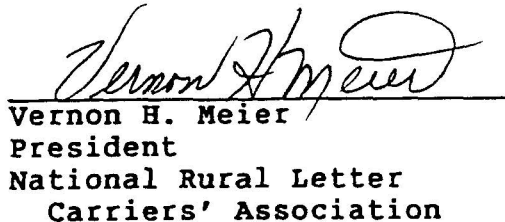


MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

The U.S. Postal Service and the National Rural Letter Carriers' Association mutually agree that the following represents the policy concerning and bid rights of substitute rural carriers and rural carrier associates (RCAs) who are members of the National Guard or a reserve component of the armed forces and have been/are ordered into active military duty due to the war with Iraq:

1. Substitutes and RCAs who are ordered into active military duty may submit a letter requesting to be considered for vacancies which may occur during their absences. Employees may specify the vacancy for which they desire consideration. If none is specified, the employee will be considered for all.
2. Immediate family members of substitutes and RCAs who have already been called to active military duty or persons with power of attorney designated to represent the employee will be permitted to submit a letter in the employee's behalf requesting consideration for desired vacancies which may occur during the employee's absence.
3. Letters submitted will be subject to the provisions of Article 12.3.B.
4. When a temporary vacancy occurs in the leave replacement ranks as a result of the regular, substitute or RCA being called to active military duty, and it becomes necessary to hire a replacement employee, an emergency rural carrier relief shall be appointed.

  
Joseph J. Mahon, Jr.  
Assistant Postmaster General  
Labor Relations Department

  
Vernon H. Meier  
President  
National Rural Letter  
Carriers' Association

Date 2/15/91

Date 2/20/91