

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

The parties recognize that during the 2016 holiday season, the Postal Service is experiencing a continuing increase in parcel business. In order to fulfill our service commitments to our customers during this season, the parties have agreed to a limited modification to Article 8.1, which prohibits regular rural carriers working on Sunday.

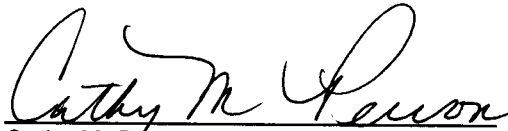
For the following Sundays, December 4, 11, and 18, 2016, regular rural carriers may volunteer to work on Sunday. Managers will ask for volunteer regular rural carriers who wish to work on these three Sundays. Volunteering to work on these identified Sundays does not provide a guarantee or entitlement to work on these days. Regular rural carriers who volunteer may be utilized, as needed, to deliver packages on any route(s) in the office.

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). 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.

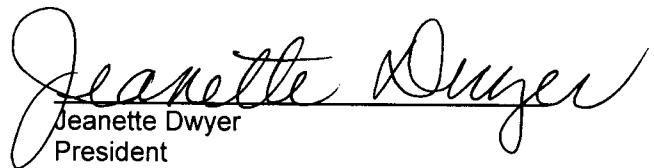
If, after all volunteer regular rural carriers in the office are working on Sunday, there is still a need for additional rural carriers management may borrow leave replacements from other offices.

Regular rural carriers will be compensated at the overtime rate pursuant to Article 9.2.A.1.k., for hours worked on the Sundays listed above. Sunday work hours are to be recorded in the Actual Weekly Hours block on PS Form 1314 and also annotated in the Daily Overtime block.

The provisions set forth in this MOU are limited to the Sundays as specified above and will not set precedence in same or similar issues in pending grievances or in the future. Additionally, these provisions will not be cited by either party in any collective bargaining proceedings to include negotiations, national level grievances, rights and interest arbitration.



Cathy M. Perron
Manager
Labor Relations
U.S. Postal Service



Jeanette Dwyer
President
National Rural Letter Carriers'
Association

Date: 12/1/2016