

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

**Re: Temporary Workplace Changes to Promote Social Distancing - COVID-19**

The parties agree that the social distancing recommendations of the Centers for Disease Control and Prevention (CDC) are important measures which should be practiced as much as possible to slow the spread of the coronavirus (COVID-19). Some of those social distancing recommendations for the workplace include increasing physical space between workers, staggering work schedules, limiting large work-related gatherings and reducing or eliminating travel.

With that in mind, the parties agree that to minimize the possibility of exposure to the coronavirus or the possibility of unknowingly spreading the coronavirus to a larger portion of the workforce by working in multiple offices; to the extent possible, rural carrier associates (RCAs) and assistant rural carriers (ARCs) will work in their employing offices, including stations and branches. Any work performed by RCAs and ARCs outside their employing offices should be limited to locations where they routinely worked prior to the outbreak of the COVID-19 pandemic.

The local parties (i.e., district representatives, local stewards and postmasters, or their designees), will immediately discuss potential scheduling and office setup changes which would create a work environment that promotes social distancing. Such changes are limited to the following:

1. Staggering rural carrier starting times to begin as early as operationally feasible.
2. Where possible, scheduling groups of rural carriers to begin their tours in increments of a minimum of thirty (30) minutes and a maximum of two hours apart.
3. Start times should be staggered between the hours of 5:30 a.m. and 9:30 a.m.
4. Daily evaluated hours and available mail volume should be considered when staggering start times for rural routes, with longer daily evaluations starting earliest in the day.
5. Start times should be changed no more often than on a weekly basis, unless special circumstances exist. Advance notice should be provided as early as possible.
6. Conducting stand-up talks in a manner that allows employees to be separated from each other by six (6) feet or more, such as using small groups or an intercom system.
7. Encouraging all rural carriers who take lunch breaks to take these breaks on the route.
8. Adjusting any other practices, such as loading and unloading of vehicles, to allow employees to be separated from each other by six (6) feet or more.

Consideration will be given to the location of carrier cases, and the locations of mail staging and dispatch areas, etc. Local parties will discuss temporary changes to the location of any of these subjects in order to promote at least six (6) feet of separation for all employees.

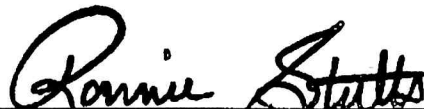
If the local parties require any additional guidance or clarification on implementation of this agreement, they should contact the appropriate Area Manager, Labor Relations and NRLCA Executive Committeeman.

The national parties will revisit this MOU immediately prior to its expiration to determine if an extension is appropriate.

This MOU will expire June 5, 2020.



Doug A. Tulino  
Vice President  
Labor Relations  
U.S. Postal Service



Ronnie Stutts  
President  
National Rural Letter Carriers'  
Association

Date: 4/15/20