

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

Due to safety concerns surrounding the coronavirus (COVID-19), and the liberal approval of leave for all employees during this challenging time, the parties have agreed to a temporary limited modification to Article 8.1, which prohibits regular rural carriers working on Sunday; and to Article 30.1.P, which prohibits regular rural carriers from serving all or part of any rural route other than his or her assigned route.

For the period beginning April 6, and continuing through June 5, 2020, regular rural carriers may volunteer to work on Sunday and may also volunteer to provide assistance on other rural routes in the office. Managers will ask for volunteer regular rural carriers who wish to work on Sundays to deliver packages on any route(s) in the office; or perform service on other rural routes Monday through Saturday. Volunteering to work on Sunday or on other rural routes does not provide a guarantee or entitlement to work these assignments.

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.

A regular rural carrier's assigned route should be completed prior to scheduling that volunteer regular rural carrier for service on another route in the office. In addition, offices must comply with the provisions of Article 30.2.D, prior to scheduling a volunteer regular rural carrier to provide assistance on another rural route(s) in the office.


Regular rural carriers will be compensated at the overtime rate pursuant to Article 9.2.A.1.k., for hours worked on Sunday and for service on all or part of any rural route other than their assigned routes. All work hours are to be recorded in the Actual Weekly Hours block on PS Form 1314. Hours worked on Sunday or spent providing service on other rural routes should be annotated in the Daily Overtime block.

Regular rural carriers who work their relief day in accordance with Article 8.5, will not be scheduled to perform service on other rural routes in the office on that day. Additionally, management may not schedule these volunteer regular rural carriers for work on Sunday or on other rural routes if it would cause the carrier to exceed the annual workhour guarantee.

The parties will revisit these temporary modifications immediately prior to the end of the specified period to determine if an extension is appropriate.



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