

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Movement of City Letter Carrier Assignments from an Independent Installation to a Sorting and Delivery Center

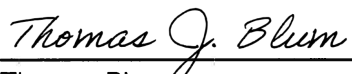
The parties agree to use the following procedures when all city letter carrier assignments are permanently moved from an independent installation to a sorting and delivery center (S&DC). This process does not apply when an installation is discontinued and/or consolidated, or when a station or branch is transferred or made independent in accordance with Articles 12.5.C.1, 12.5.C.2, and/or 12.5.C.3 of the National Agreement.

1. All career city letter carrier and city carrier assistant (CCA) employees will be moved from the losing installation to the S&DC.
2. When an S&DC is established as a single installation, the independent installation(s) being moved shall be consolidated into one installation.
3. When the Postal Service intends to designate multiple installations within a single S&DC, the national parties shall meet to determine if the independent installation(s) being moved will remain independent in the S&DC or if it will be consolidated into another installation.
4. At least 60 days advance notice, whenever possible, will be provided to the Union at the National, Regional, and Local Levels, and to individual city letter carriers who are to be moved to another installation.
5. Career city letter carriers from both the gaining and losing installations will retain their craft installation seniority and bid assignments. For the purposes of applying Article 41.2.B.7 of the National Agreement, all craft seniority will be credited as earned at the gaining installation.
6. CCAs from both the gaining and losing installations will retain their relative standing. For the purposes of applying Appendix B, Section 1.f of the National Agreement, relative standing will be credited as earned at the gaining installation.
7. Hold-down (opted) assignments obtained pursuant to Article 41.2.B of the National Agreement will not be impacted by the movement of city letter carriers under this process. Temporary higher level carrier technician assignments obtained pursuant to Article 25.4 of the National Agreement will not be impacted solely by the movement of city letter carriers under this process.
8. The parties agree that annual leave requests previously approved in either the gaining or losing installation(s) will be honored except in serious emergency situations, pursuant to Article 10.4.D of the National Agreement.
9. Prior to the movement of city letter carrier assignments to the S&DC, the national parties shall meet and review the routes and document any estimated changes to travel time caused by the relocation. Anticipated changes to each assignment's evaluated time will be documented on a mutually agreed upon document. During the interim period prior to evaluation and adjustment of routes referenced in Item 11 below, such evaluated times will be the base time for each route. The national parties will share their findings and documents with the local postmaster (or designee) and branch president (or designee). Using these documents, the local parties (or their designees) will conduct joint consultations with the regular carrier (or mutually agreed upon replacement carrier) for each city letter carrier assignment to communicate the anticipated

estimated changes in each assignment's evaluated time. Consultations will be conducted with the regular (or mutually agreed upon replacement carrier) prior to the movement of city letter carrier assignments to an S&DC.


10. The parties at the local, area/regional, and national levels will jointly make every effort to ensure compliance with the collective bargaining agreement and relevant handbook and manual provisions (e.g. assignment of overtime, providing handoffs or auxiliary assistance where necessary, overtime equitability, etc.) during the interim period referenced in Item 9 above. It is the expectation of the national parties that any such compliance issues will be promptly addressed. This paragraph does not alter the grievance-arbitration process in any way. It is intended to serve as an additional tool to ensure compliance with the collective bargaining agreement during the interim period.
11. 30 days following the establishment of an S&DC, all city letter carrier routes shall be scheduled for evaluation in accordance with the MOU *Re: Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) 2022-2023*. TIAREAP evaluations will be based on data from days 31 through 75, (excluding June, July, August and December as per the TIAREAP MOU). The live week will also be scheduled and take place during this time frame. The adjustments, if necessary, will be implemented accordingly. Any change to these time frames must be discussed and agreed upon by the national parties.
12. Vacant full-time city letter carrier assignments remaining after all city letter carrier routes have been evaluated and adjusted in accordance with item #11 shall be posted for bid in accordance with Article 41 of the National Agreement and the Local Memorandum of Understanding.
13. The national parties will jointly develop a standup talk and consultation script for the local parties to communicate the relevant provisions of this agreement to all city carriers impacted by the establishment of an S&DC.

This agreement is reached without prejudice to either party's position on this or any other matter and may only be cited to enforce its terms.



Thomas Blum
VP, Labor Relations (A)
U.S. Postal Service

Date 1/13/2023



Brian L. Renfro
President
National Association of Letter
Carriers, AFL-CIO

Date 1/13/2023