

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

**Re: Local Memorandum(s) of Understanding due to the Establishment of 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.

For the purposes of applying these provisions, an independent installation which is permanently moved to an S&DC is considered the losing installation and the gaining installation refers to the S&DC if there are city letter carriers assigned to the facility prior to the establishment date. When no city letter carrier assignments exist in an S&DC prior to the establishment date, the national parties shall meet to discuss which installation will be designated as the gaining installation.

The national parties will meet to discuss whether the S&DC will be established as a single installation or multiple installations within the facility.

When an S&DC is established as having multiple installations within the facility, the existing Local Memorandum of Understanding (LMOU) for each independent installation moved into the S&DC will remain in place.

When an S&DC is established as a single installation, the following procedures will apply:

At least 30 days prior to the movement of city letter carrier assignments from an independent installation(s) to an S&DC, the local parties from all impacted installations will meet to identify and discuss any existing LMOU provisions from the losing installation(s) that are different from those in the gaining installation(s).

While these discussions are not considered Article 30 local implementation, the local parties will make necessary revisions to the LMOU in the gaining installation(s) to accommodate city delivery operations moving from the losing installation(s).

Any LMOU issues not resolved at the local level will be referred within 30 days of the local meeting to the Director, Field Labor Relations (or his/her designee) and the National Business Agent (or his/her designee) for resolution.

Any LMOU issue(s) not resolved within 20 days of receipt by the Director, Field Labor Relations and NBA will be forwarded to the parties at the National Level for resolution.

Any provision(s) of an LMOU from a losing installation that is made part of the LMOU in the gaining installation(s) will use the date the provision was added to the LMOU in the losing installation for the purpose of applying Article 30.C.

In the event city delivery assignment(s) are returned to the losing installation(s), the original LMOU in the losing installation(s) shall be reinstated.

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. Either party to this agreement may unilaterally withdraw from this process with 60 days' notice to the other party. However, such withdrawal will not impact the provisions of paragraphs 6 and 7, above.

*Thomas J. Blum*

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

*Brian L. Renfro*

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

Date 1/13/2023

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