

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

Re: City v. Rural Delivery

In an effort to facilitate the processing of future city/rural disputes, the parties agree that new disputes involving the assignment or conversion of city or rural deliveries will be handled in the following manner:

If a grievance concerning the assignment or conversion of city and/or rural deliveries is filed, the representatives at the initial step will complete the joint grievance form and document the file. If the parties propose to settle the grievance at Step 1 or Step 2 (USPS/NRLCA Agreement) or Step A (USPS/NALC Agreement) in a manner which would result in the reassignment of deliveries or the assignment of future deliveries, such settlement will require agreement by authorized representatives of the NALC, the NRLCA and the Postal Service. If the grievance is not settled, and appealed to Step B (USPS/NALC) or Step 3 (USPS/NRLCA), the representatives at that Step will:

1. Ensure that the grievance file is properly developed and documented.
2. Prepare a written joint recommendation regarding their proposed adjudication of the grievance, i.e., resolve, withdraw, impasse, and the reasoning for their respective positions. These proposed recommendations will not be cited in the case at issue or any other case, should the grievance proceed to arbitration.
3. Forward the joint grievance file and supporting documentation with color coded maps, along with the written recommendation to the appropriate union and management offices below for review and adjudication by the national city/rural committee.

NALC Cases

NALC – Director of City Delivery
 100 Indiana Avenue N.W.
 Washington, DC 20001-2144

and

USPS – City/Rural Committee
 Labor Relations
 475 L'Enfant Plaza S.W., Room 9126
 Washington, DC 20260-4101

NRLCA Cases

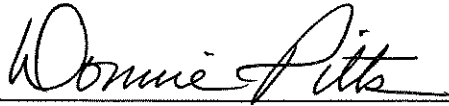
NRLCA – Director of Labor Relations
 1630 Duke Street, 4th Floor
 Alexandria, VA 22314-3465

and

USPS – City/Rural Committee
 Labor Relations
 475 L'Enfant Plaza S.W. , Room 9126
 Washington, DC 20260-4101

- 2 -

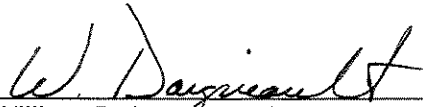
The parties agree that nothing in this memorandum adds to or detracts from the management or union rights as found in their respective National Agreements. Any party to this memorandum may unilaterally end this procedure for handling jurisdictional disputes with 30 days notice to the other parties. Absent such action, this memorandum will expire one year from the date signed if its duration is not extended by agreement of the parties.



Donnie Pitts, President
National Rural Letter Carriers'
Association



William H. Young, President
National Association of Letter Carriers
AFL/CIO



William Daigneault, Manager,
Contract Administration (NRLCA)
United States Postal Service



A.J. Johnson, Manager
Labor Relations Policy and Programs
United States Postal Service

Date: 3/8/2006