

**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 that regular rural carriers may volunteer to work on the Memorial Day holiday, Monday, May 25, 2020, to deliver packages.

Managers will ask for volunteer regular rural carriers who wish to work on Memorial Day to deliver packages on any route(s) in the office. This volunteer opportunity does not apply to those regular rural carriers with a Monday relief day who have a designated Memorial Day holiday on Saturday, May 23, 2020. Volunteering to work on Memorial Day does not provide a guarantee or entitlement to work.

Prior to scheduling a regular rural carrier who has volunteered for work on Memorial Day, 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).

Regular rural carriers will be compensated at the overtime rate pursuant to Article 9.2.A.1.k., for hours worked on Memorial Day. All work hours are to be recorded in the Actual Weekly Hours block on PS Form 1314. Hours worked on Memorial Day should also be annotated in the Daily Overtime block. Management will not schedule these volunteer regular rural carriers for work on Memorial Day if it would cause the carrier to exceed the annual workhour guarantee.



Cathy M. Perron  
Manager  
Labor Relations  
U.S. Postal Service



Ronnie Stutts  
President  
National Rural Letter Carriers  
Association

Date:

5/20/2020

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5-20-2020