

**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 Thanksgiving Day holiday, Thursday, November 26, 2020, to deliver packages.

Managers will ask for volunteer regular rural carriers who wish to work on Thanksgiving Day to deliver packages on any route(s) in the office. This volunteer opportunity does not apply to those regular rural carriers with a Thursday relief day who have a designated Thanksgiving Day holiday on Wednesday, November 25, 2020. Volunteering to work on Thanksgiving Day does not provide a guarantee or entitlement to work.

Prior to scheduling a regular rural carrier who has volunteered for work on Thanksgiving Day, management must first schedule all assistant rural carriers (ARCs), 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 Thanksgiving Day. All work hours are to be recorded in the Actual Weekly Hours block on PS Form 1314. Hours worked on Thanksgiving Day should also be annotated in the Daily Overtime block.



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



Ronnie Stutts  
President  
National Rural Letter Carriers'  
Association

Date: Nov. 19, 2020

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