

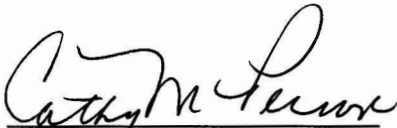
**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

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 Veterans' Day holiday, Wednesday, November 11, 2020, to deliver packages.


Managers will ask for volunteer regular rural carriers who wish to work on Veterans' Day to deliver packages on any route(s) in the office. This volunteer opportunity does not apply to those regular rural carriers with a Wednesday relief day who have a designated Veterans' Day holiday on Tuesday, November 10, 2020. Volunteering to work on Veterans' Day does not provide a guarantee or entitlement to work.

Prior to scheduling a regular rural carrier who has volunteered for work on Veterans' 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 Veterans' Day. All work hours are to be recorded in the Actual Weekly Hours block on PS Form 1314. Hours worked on Veterans' 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. 3, 2020

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