

MEMORANDA OF UNDERSTANDING, (continued)

.12 Exploring Incentive Systems

No change.

.13 Reopener

No change.

.14 Workplace Environment

This is a new MOU which expresses the parties' commitment to work jointly to build a better workplace to ensure the success of the Postal Service.

.15 "L" Route Profile

No change.

Rural Route Adjustment Policy

Effective with the Extension of the 1995 National Agreement, the U.S. Postal Service will revise the Methods Handbook M-38, Management of Rural Delivery Service, Section 823.1 to include the following provisions.

823 Providing Relief

823.1 General

.11 When providing relief to one or more routes in an office, all rural routes in that unit should not be adjusted simultaneously unless it is in the best interest of the unit operation to do so.

.12 When considering rural route relief in a delivery unit, elimination of relief days for rural routes in the unit should be considered only if obtaining relief carriers is causing operational problems for that unit.

.13 Generally, it is desirable to adjust evaluated routes to as near **52** standard hours per week as practicable, i.e., the route should be adjusted to the **43K option category**. However, in some cases this may be impractical. There is no prohibition against adjusting a route below **52** hours per week when it is operationally advantageous. However, documentation must be supplied with the route adjustment documentation on as to why it is not practical to adjust the route to **52** hours.