



November 14, 2018

MANAGERS, HUMAN RESOURCES (AREA)  
MANAGERS, LABOR RELATIONS (AREA)  
MANAGERS, DELIVERY PROGRAMS SUPPORT (AREA)  
MANAGERS, HUMAN RESOURCES (DISTRICT)  
MANAGERS, LABOR RELATIONS (DISTRICT)  
MANAGERS, OPERATIONS PROGRAMS SUPPORT (DISTRICT)

SUBJECT: Sunday Work for Regular Rural Carriers

The U.S. Postal Service and the National Rural Letter Carriers' Association have signed the attached memorandum of understanding (MOU) to allow regular rural carriers to volunteer to work on the following four (4) Sundays: December 2, December 9, December 16, and December 23, 2018.

These volunteer regular rural carriers should be scheduled to work, as necessary, on a rotating basis by seniority and may deliver packages on any route(s) in the office. Regular rural carriers will be compensated at the overtime rate for hours worked on Sunday.

Local management is reminded that all assistant rural carriers (ARCs), assigned in either the hub or associated spoke offices, and all available leave replacements in the office must be scheduled to work on Sunday, prior to scheduling any volunteer regular rural carriers.

Questions regarding this MOU should be directed to Area Delivery Operations or Area Labor Relations.

A handwritten signature in black ink, appearing to read "Cathy M. Perron".

Cathy M. Perron  
Manager  
Contract Administration (NRLCA)

Attachment

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

In order to fulfill our service commitments to our customers during the 2018 holiday season, particularly for package delivery, the parties have agreed to a limited modification to Article 8.1, which prohibits regular rural carriers working on Sunday.

For the following Sundays, December 2, 9, 16, and 23, 2018, regular rural carriers may volunteer to work on Sunday. Managers will ask for volunteer regular rural carriers who wish to work on these four Sundays. Volunteering to work on these identified Sundays does not provide a guarantee or entitlement to work on these days. Regular rural carriers who volunteer may be utilized, as needed, to deliver packages on any route(s) in the office.

Prior to scheduling a regular rural carrier who has volunteered for Sunday work as identified in this MOU, 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). Volunteer regular rural carriers will be scheduled for Sunday work on a rotating basis by seniority following the scheduling of ARCs and leave replacements as outlined above.

If, after all volunteer regular rural carriers in the office are working on Sunday, there is still a need for additional rural carriers, management may borrow leave replacements from other offices.

Regular rural carriers will be compensated at the overtime rate pursuant to Article 9.2.A.1.k., for hours worked on the Sundays listed above. Sunday work hours are to be recorded in the Actual Weekly Hours block on PS Form 1314 and also annotated in the Daily Overtime block.

The provisions set forth in this MOU are limited to the Sundays as specified above and will not set precedence in same or similar issues in pending grievances or in the future. Additionally, these provisions will not be cited by either party in any collective bargaining proceedings to include negotiations, national level grievances, rights and interest arbitration.

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

  
Ronnie Stutts  
President  
National Rural Letter Carriers'  
Association

Date: Nov. 14, 2018

Date: November 14, 2018