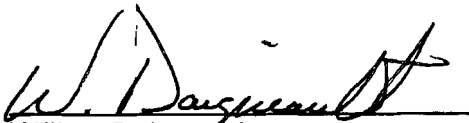


MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL RURAL LETTER CARRIER'S ASSOCIATION

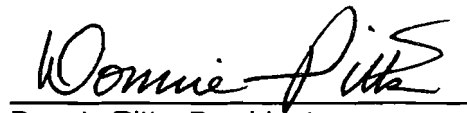
It is agreed that when, as a result of a job-related illness or injury, a leave replacement carrier (substitute, RCA or RCR), except when assigned work pursuant to the Rehabilitation Act, is unable to perform all the duties of his or her leave replacement assignment(s) for a period of six months, or has submitted medical certification indicating that he or she will be unable to perform all the duties of the assignment(s) for a period of six months, such assignment(s) will be considered vacant and filled in accordance with Article 30.2.E or Article 30.2.G.

However, no leave replacement assignment will be offered to a leave replacement, who is unable to perform all the duties of the assignment when reached for consideration in the order of longest period of continuous service in the office.

When medical documentation indicates that the injured-on-duty leave replacement (substitute, RCA, or RCR) is again able to perform all of the duties of a rural carrier without any restriction, the leave replacement will be assigned to an available leave replacement vacancy. Where more than one vacancy exists, the assignment will be in accordance with Article 30.2.E or Article 30.2.G. If no vacancies exist, an assignment will be made consistent with the principles expressed in Article 30.2.I.



William Daigneault  
Manager,  
Contract Administration (NRLCA)



Donnie Pitts, President  
National Rural Letter  
Carriers' Association

Date:

7/3/08