

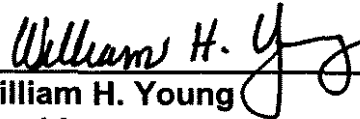
**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

**Re: Mutual Exchanges**

The parties agree that in applying the relevant provisions of Section 351.6 of the Employee and Labor Relations Manual, city letter carriers in grades CC-01 and CC-02 are considered as being in the same grade. This agreement applies solely to determining whether employees are eligible for mutual exchanges.



**Doug A. Tulino  
Vice President  
Labor Relations  
U. S. Postal Service**



**William H. Young  
President  
National Association of  
Letter Carriers, AFL-CIO**

**Date: September 11, 2007**