

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

Re: Renewed City vs. Rural Delivery Memorandum of Understanding (MOU)

In an effort to facilitate the processing of future city/rural disputes, the parties agree to renew the March 23, 2007 City vs. Rural Delivery MOU that requires new disputes involving the assignment or conversion of city or rural deliveries to be handled in the following manner:

If a grievance concerning the assignment or conversion of city and/or rural deliveries is filed, the representatives at the initial step will complete the joint grievance form and document the file. If the parties propose to settle the grievance at Step 1 or Step 2 United States Postal Service/National Rural Letter Carriers' Association (USPS/NRLCA) Agreement or Step A United States Postal Service/National Association of Letter Carriers (USPS/ NALC) Agreement in a manner which would result in the reassignment of deliveries or the assignment of future deliveries, such settlement will require agreement by authorized representatives of the NALC, the NRLCA and the Postal Service. If the grievance is not settled, and appealed to Step B (USPS/NALC) or Step 3 (USPS/NRLCA), the representatives at that step will:

1. Ensure that the grievance file is properly developed and documented.
2. Prepare a written joint recommendation regarding their proposed adjudication of the grievance; i.e., resolve, withdraw, impasse, and the reasoning for their respective positions. These proposed recommendations will not be cited in the case at issue or any other case, should the grievance proceed to arbitration.
3. Forward the joint grievance file and supporting documentation with color coded maps, along with the written recommendation to the appropriate union and management offices below for review and adjudication by the national city/rural committee.

NALC Cases

DIRECTOR OF CITY DELIVERY
NAT'L ASSOC OF LETTER
CARRIERS
100 INDIANA AVE NW
WASHINGTON DC 20001-2144

and

CITY/RURAL COMMITTEE
US POSTAL SERVICE
475 L'ENFANT PLZ SW RM 9318
WASHINGTON DC 20260-4101


NRLCA Cases


DIRECTOR OF LABOR RELATIONS
NAT'L RURAL LETTER CARRIERS'
ASSOC
1630 DUKE ST
ALEXANDRIA VA 22314-3467

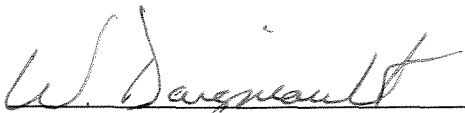
and

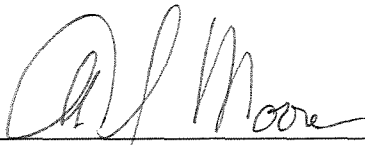
CITY/RURAL COMMITTEE
US POSTAL SERVICE
475 L'ENFANT PLZ SW RM 9126
WASHINGTON DC 20260-4101

The parties agree that nothing in this memorandum adds to or detracts from the management or union rights as found in their respective National Agreements. Any party to this memorandum may unilaterally end this procedure for handling jurisdictional disputes with 30 days notice to the other parties.


for Donnie Pitts, President
National Rural Letter Carriers'
Association


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


William Daigneault, Manager
Contract Administration (NRLCA)
United States Postal Service


Alan S. Moore, Manager
Labor Relations Policy and Programs
United States Postal Service

Date: 4/29/2008