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

Re: Joint Alternative Route Structure Test—2011

The National Association of Letter Carriers, AFL-CIO (NALC) and the United States Postal Service (USPS) agree to jointly test alternative city route structures.

Purpose: Explore various combinations of office and street functions, and other alternatives for structuring city carrier routes in delivery units selected jointly by the USPS and the NALC.

Project definition: Local USPS and NALC representative(s) will jointly create a plan to test alternatives for structuring city letter carrier routes. Participating local parties will each select representative(s) that will meet regularly to discuss and develop their ideas and jointly submit a written plan to the National Parties for final approval. NALC representative(s) will be compensated on a no loss no gain basis while working with local management to develop a joint test proposal.

All sites must submit their plans to NALC and USPS headquarters within 45 days of this agreement.

Test development: Alternate route structure plans created at the local level will not be limited by pre-determined requirements from the National, Area or District level from either organization. However, the National Parties have jointly identified several items that should be addressed in any proposal.
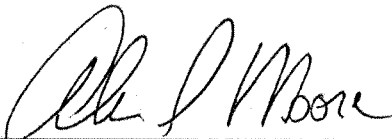
The following items should be addressed when developing a test plan:

1. The duration of the test with the understanding that the minimum duration of the test will be four months and the maximum duration of the test will be one year.

2. The best means of minimizing downtime and or waiting time.

3. How full-time work assignments can be restructured to increase efficiency while continuing to minimize auxiliary routes and or assignments.

4. The specific tasks included in temporary alternate assignments.

5. Scheduling the temporary alternate assignments so letter carriers stay productive throughout the day with the mail arrival and distribution schedules in the delivery unit.

6. Whether distribution and or transportation schedules can be changed to better accommodate the proposal.

7. The method for handling absences such as vacations and sick calls.

8. Procedure for selecting temporary full-time alternate assignments prior to the beginning of the test.

9. Process for bidding and awarding assignments during the test period.

10. Procedure and timeframe for returning routes and or duty assignments to their original configuration after the conclusion and or termination of the test.

11. Methods for determining the appropriate office and street times, how routes will be adjusted, and who will adjust the routes for the test.

12. Handling day to day overtime assignments and disputes concerning overtime during the test period. It is anticipated that overtime opportunities for overtime desired list employees are to be distributed on an equitable basis during the test period.

13. Monitoring and maintaining safety and customer service during the test.

14. Collection, consideration and responding to letter carriers' suggestions and concerns during the test.

15. Monitoring and evaluating the test during and after its completion.

The local parties are committed to participate throughout the agreed duration of the test. However, either party at the National Level can withdraw from a test location(s) by providing written notice to the other party at least 30 days from the effective date.

This agreement is reached without prejudice to either party's position in this or any other matter and may only be cited to enforce its terms. Furthermore, this agreement does not compromise management's position on unilaterally conducting similar tests or the union's position regarding challenging such actions.

Alan S. Moore
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Date 3-18-11