

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

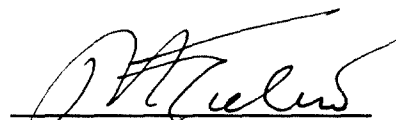
Re: Break in Service

For the purposes of implementation of the 2011 National Agreement between the United States Postal Service and the National Association of Letter Carriers, AFL-CIO, the parties agree that transitional employees who are hired as City Carrier Assistants (CCA) on or before April 11, 2013 will be given a one day break between appointments. The transitional employee will be separated effective Saturday, Day 1 of the Pay Period, be off the rolls on Sunday, Day 2 of the Pay Period (one day break), and hired as a City Carrier Assistant effective Monday, Day 3 of the Pay Period.

The length of the initial CCA appointment for such employees will be for the balance of a 360 day appointment (i.e. the total period from beginning of the transitional employee appointment until the conclusion of the initial CCA appointment will be 360 days). This one day break will not impact employees' eligibility for health benefits or any other right or entitlement otherwise provided under the collective bargaining agreement.

Transitional employees hired as CCAs will be paid at their transitional employee rate through April 19, 2013.

This agreement is intended solely to facilitate staggering CCA breaks between appointments. The parties agree that all other CCA appointments made pursuant to Article 7.1.C.1 or Article 7.1.C.2 of the National Agreement will be for 360 day terms. This agreement is without prejudice to either party in this or any other matter and may not be cited in any matter other than to enforce its terms.



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



Fredric V. Rolando
President
National Association of Letter
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Date 1-31-13