

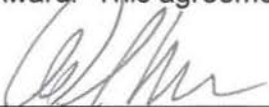
**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL ASSOCIATION OF LETTER CARRIERS**


Re: 2011 USPS/NALC National Agreement

For the purposes of clarity, the United States Postal Service and National Association of Letter Carriers, AFL-CIO agree to make the below identified changes to language in the January 10, 2013 Interest Arbitration Award. The revised language will be incorporated into the final version of the USPS/NALC 2011 collective bargaining agreement.

1. The reference to "the MOU, Re. City Carrier Assistant" in the Article 41.2.B.4 language will be changed to "the General Principles for the Non-Career Complement in the Das Award." This change will be made to the language in the award (Appendix B) and Article 41.2.B.4 of the National Agreement.
2. The reference to "the MOU, Re. City Carrier Assistant" found in item two in the new MOU, Re: Transitional Employees/Part-Time Flexible Conversions will be changed to "the General Principles for the Non-Career Complement in the Das Award."
3. The date of October 9, 2012 will be added to the opening paragraph in the new MOU, Re: Transitional Employees/Part-Time Flexible Conversions.
4. The reference to "in Section IV.B" found in the Das Award (Appendix B) under Other Provisions, Authorizing Annual Leave, paragraph two, will be changed to "in Item 2, Approval/Disapproval, under Form 3971."
5. The reference to "Section 1. Programs" in the Article 30 Local Implementation language will be deleted.
6. The reference to "city carrier associate" employees in the MOU, Re: Delivery and Collection of Competitive Products will be changed to "city carrier assistant" employees.

It is understood and agreed that the subject changes are solely for clarification and in no way or manner alter or amend the findings in the January 10, 2013 Interest Arbitration Award. This agreement may be cited by either party.

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

  
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Fredric V. Rolando  
President  
National Association of Letter  
Carriers, AFL-CIO

Date 9-25-2013