

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

Re: Temporary Details to Other Installations – City Letter Carrier Craft

The National Association of Letter Carriers, AFL-CIO (NALC) and United States Postal Service (USPS) are committed to maintaining appropriate staffing levels in the city letter carrier craft to provide quality service to our customers. The parties recognize that staffing issues may be temporarily addressed by the voluntary detail of city letter carriers to different installations while long-term solutions are being developed or implemented.

To facilitate such temporary staffing solutions, the parties agree to establish a process to temporarily detail city letter carriers to other installations. Only city letter carriers that volunteer will be temporarily detailed.

The Postal Service will determine the number of carriers, location and duration of detail needed. The Postal Service will solicit volunteers for a defined period. The parties at the Headquarters level will review those that volunteer for a detail and jointly select city letter carriers to be detailed. Full-time, part-time flexible and city carrier assistant city letter carriers are eligible to volunteer. Consideration will be given to the potential impact on staffing in the losing installations.

Details will be subject to the following:

- Detailed city letter carriers will be compensated for travel, lodging, meals, etc. consistent with Handbook F-15, *Travel and Relocation* and the relevant provisions of the Employee and Labor Relations Manual (ELM).
- Seniority in the employee's home installation continues to accrue throughout the detail.
- Detailed city letter carriers may be required to work up to the daily and weekly, if applicable, contractual hour limits for the duration of the detail.
- Detailed city letter carriers will not be considered for overtime equitability or in the daily administration of overtime in the losing or gaining installation for the duration of the detail.
- Detailed city letter carriers will not be eligible for out-of-schedule pay due to schedule changes from the home installation to the gaining installation.
- Detailed city letter carriers are not eligible to exercise preference for opts, hold-down assignments or temporarily vacant higher-level assignments. However, those assigned to a carrier technician assignment will be paid carrier technician pay in accordance with the collective bargaining agreement.
- Detailed city letter carriers will be represented by the branch of jurisdiction where the employee is working at the time of the event(s) that cause a possible grievance. All issues related to steward certification or representational jurisdiction involving city letters temporarily detailed will be forwarded to the national parties for resolution or clarification.

In such cases, time limits will be extended until the national parties provide direction.

- Detailed city letter carriers will not affect any complement or formula for leave that may exist in the local memorandum of understanding in the gaining installation, nor will their absence in the home installation be counted toward any annual leave quota in the home installation.
- Except in cases of emergency, requests for annual leave from detailed city letter carriers will be considered by the installation head, with approval based on the staffing needs of the installation. Requests for all other types of leave will be handled in accordance with Article 10 of the collective bargaining agreement and Chapter 5 of the ELM.

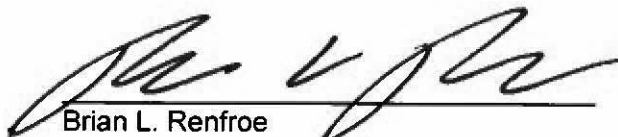
Any issues with this process will be promptly forwarded to the appropriate National Business Agent and Director, Field Labor Relations, who will consult with the national parties for resolution or clarification to be provided to the local parties. The expectation of the national parties is that the parties will utilize this issue resolution process prior to acting on any issues that arise that are not covered in this agreement or the collective bargaining agreement.

This agreement is effective from the date of signature, however, either party may terminate this agreement by providing 30 days written notice to the other party.

This agreement is without prejudice to the position of either party in this or any other matter and may not be cited in any forum except to enforce its terms.

Richard L Acker 11/01/2021

for Katherine S. Attridge
Vice President
Labor Relations
U.S. Postal Service



Brian L. Renfroe
Executive Vice President
National Association of Letter
Carriers, AFL-CIO

Date _____

Date 11/1/2021