

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

Re: Sunday Delivery - City Carrier Assistant Staffing

The parties recognize the importance of successfully implementing the continued expansion of Sunday parcel delivery service, which began testing in approximately 900 delivery zones on November 10, 2013. The parties agree that during the test, the most cost-effective resource for this service would be the use of city carrier assistants (CCAs) without increasing the rate of overtime usage.

Pursuant to the May 20, 2016 Memorandum of Understanding *Re: Full-time Regular Opportunities - City Letter Carrier Craft*, the parties continue the process of permanently filling residual vacancies and full-time regular opportunities by assignment of unassigned regulars, conversion of part-time flexible employees to full-time regular status, acceptance of transfer requests and conversion of CCAs to full-time regular career status.


During implementation of the Memorandum of Understanding *Re: Full-time Regular Opportunities - City Letter Carrier Craft*, the national parties may find it necessary to temporarily exceed the CCA caps in Article 7.1.C of the National Agreement when implementing the process outlined therein. Additionally, the parties recognize that additional CCAs may be needed in order to perform Sunday parcel delivery in a cost effective manner during the test.

The national parties will meet on a weekly basis to monitor implementation of the Memorandum of Understanding *Re: Full-time Regular Opportunities - City Letter Carrier Craft*, and the Sunday parcel delivery test. These meetings will include discussion of the authorization of any CCAs (by District) that are deemed necessary as indicated above. If, as a result of these weekly meetings, there is a disagreement over increased CCA resources, that matter will be referred to the NALC National President and the Vice President, Labor Relations for discussion and resolution. In the event there remains a disagreement over additional CCA staffing, the District(s) at issue will reduce its CCA complement to conform to the provisions of Article 7.1.C of the National Agreement.

City carrier assistants converted to full-time career status during the term of this agreement will not serve a probationary period when hired for a career appointment provided the employee successfully served a cumulative 360 days as a city carrier assistant directly before conversion to full-time career status.

This agreement is effective from the date of signature until the effective date of the 2016 collective bargaining agreement, unless extended by mutual agreement of the parties. However, either party may terminate this agreement earlier by providing 30 days written notice to the other party.

This agreement is reached without prejudice to the position of either party in this or any other matter and may only be cited 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 5-20-16