

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**


Re: DPS Flats Impact

In recognition of the potential impact to rural route evaluations from the implementation of DPS flats, the parties agree to temporarily modify the following three contractual provisions in rural delivery offices (including stations and branches) where DPS flats are scheduled for implementation:

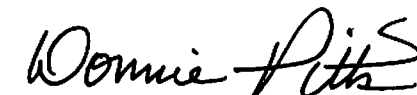
1. Article 12.3.A.1.a – Normally requires an auxiliary rural route be converted to regular status when the official evaluation reaches 39 standard hours or more. Auxiliary rural routes will not be converted to regular status and will be held for buffer.
2. Article 12.3.C.2. – Normally requires residual vacancies to be awarded to leave replacements in the office. Residual vacancies will not be awarded and will be held for buffer.
3. Article 9.2.C.6 – Identifies 47K and 48K rural routes as interim classifications pending route adjustments. Where it is impractical to adjust routes classified as 47K and 48K by transferring deliveries to an auxiliary route, routes will maintain the interim classification provided the route's standard weekly hours do not exceed 57:36.

Additionally, the parties agree to apply the modified provisions of Article 12.3.C.2, as stated in item 2. above to all rural delivery offices within 50 miles of rural delivery offices scheduled for implementation of DPS flats.

These temporary provisions will continue in each rural delivery office scheduled for implementation of DPS flats until the parties determine they are no longer necessary. The parties are still discussing provisions for rebuilding routes affected by the implementation of DPS flats. In the future, if either party has a concern(s) regarding the effectiveness of these temporary provisions, as the deployment schedule of the automated equipment and/or the scope of the implementation of DPS flats to rural routes evolves, a meeting will be scheduled at the national level to discuss such concern(s).



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



Donnie Pitts
President
National Rural Letter Carriers'
Association

Date: 7/28/08