

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

Re: Movement of City Delivery Routes – Lynnwood, WA

The parties agree to the following process to move city delivery routes from the Lynnwood, WA Installation to the Everett, WA Sorting and Delivery Center (S&DC).

1. All city delivery assignments in the 98036, 98037, and 98087 delivery zones will be transferred from the Lynnwood Installation into the Everett S&DC on the date the assignments are moved from the Lynnwood Installation to the Everett S&DC.
2. The city delivery assignments in the 98043 delivery zone shall remain in the Lynnwood Installation.
3. In accordance with Article 12.5.C.5.b(1)(a), full-time city letter carriers occupying a bid assignment in the delivery zones being moved into the Everett S&DC shall have the option of transferring with their assignment without the loss of seniority. Full-time city letter carriers who decline the opportunity to transfer with their assignment to the Everett S&DC shall be removed from their bid assignment and shall remain in the Lynnwood Installation as a full-time unassigned regular (UAR) city letter carrier.
4. Any qualified full-time city letter carrier in the Lynnwood Installation may request, by seniority, to be reassigned to the Everett S&DC without the loss of seniority to fill any assignment(s) vacated under Item #3 of this agreement. City letter carriers who request reassignment to the Everett S&DC under this provision shall not have retreat rights to the Lynnwood Installation.
5. Any part-time flexible (PTF) city letter carrier assigned to the Lynnwood Installation shall have the option, by seniority, of reassigning to the Everett S&DC without the loss of seniority. Any PTF with a hold-down (opted) assignment in the delivery zones being transferred from the Lynnwood Installation pursuant to Article 41.2.B or a higher-level assignment pursuant to Article 25.4 will remain on the assignment if they elect to reassign to the Everett S&DC. PTFs who do not choose to reassign to the Everett S&DC will be removed from the temporary assignment effective on the date the assignments are moved from the Lynnwood Installation to the Everett S&DC. No PTF shall be involuntarily reassigned from the Lynnwood Installation to the Everett S&DC unless the reassignment is under the provisions of Article 12.5.B.5.
6. Any city carrier assistant (CCA) assigned to the Lynnwood Installation shall have the option, by relative standing, of reassigning to the Everett S&DC without the loss of relative standing. Any CCA with a hold-down (opted) assignment in the delivery zones being transferred from the Lynnwood Installation pursuant to Article 41.2.B will remain on the assignment if they elect to reassign to the Everett S&DC. CCAs who do not choose to reassign to the Everett S&DC will be removed from the temporary assignment effective on the date the assignments are moved from the Lynnwood Installation to the Everett S&DC. No CCA shall be involuntarily reassigned from the Lynnwood Installation to the Everett S&DC unless the reassignment is under the provisions of the MOU *Re: City Carrier Assistants – Temporary Assignments to Other Post Offices*.
7. Due to the transfer of the North City Station of the Seattle, WA Installation into the Lynnwood Installation in accordance with Article 12.5.C.3, there may be vacant full-time city letter carrier assignments in the Lynnwood Installation due to full-time city letter carriers exercising their option to remain in the Seattle Installation. The vacancies in the Lynnwood Installation shall be filled by assigning any UAR city letter carrier(s) in the Lynnwood Installation in accordance with Article 41.1.A.7.
8. After all vacancies have been filled in the Lynnwood Installation in accordance with Item 7, if there are still vacancies remaining in the delivery zones which were transferred to the Everett S&DC, full-time city letter carriers in the Lynnwood Installation shall be involuntarily reassigned, by juniority, to the Everett S&DC without the loss of seniority. Employees reassigned under this provision shall have retreat rights to the first residual vacancy which becomes available in the Lynnwood Installation. These retreat rights shall be offered in accordance with the MOU *Re: Involuntary Reassignment Without Regard to Level*.

9. At least 30 days prior to the movement of city letter carrier assignments from the Lynnwood Installation into the Everett S&DC, the local parties from both impacted installations will meet to identify and discuss any existing LMOU provisions from the Lynnwood Installation that are different from those in the Everett S&DC. While these discussions are not considered Article 30 local implementation, the local parties will make necessary revisions to the LMOU in the Everett S&DC to accommodate city delivery operations moving from the Lynnwood Installation. Any LMOU issues not resolved at the local level will be referred within 30 days of the local meeting to the Director, Field Labor Relations (or his/her designee) and the National Business Agent (or his/her designee) for resolution. Any LMOU issue(s) not resolved within 20 days of receipt by the Director, Field Labor Relations and NBA will be forwarded to the parties at the National Level for resolution. Any provision(s) of the LMOU from the Lynnwood Installation that is made part of the LMOU in the Everett S&DC will use the date the provision was added to the LMOU in the Lynnwood Installation for the purpose of applying Article 30.C.

This agreement is reached without prejudice to either party's position on this or any other matter and may only be cited to enforce its terms.



Thomas J. Blum
Vice President, Labor Relations
United States Postal Service

Date: July 1, 2024



Paul E. Barner
Executive Vice President
National Association of Letter Carriers,
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Date: 7/1/2024