

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

**Re: Parcel Delivery Pilot**

The United States Postal Service (USPS) and the National Association of Letter Carriers, AFL-CIO (NALC) are committed to maintaining full-time city carrier bid assignments that provide quality service to our customers. The parties recognize that changes in parcel volumes necessitate continuous evaluation of how assignments are structured.

The parties agree to establish a pilot program that includes alternate parcel delivery to evaluate the operational feasibility and composition of full-time parcel delivery assignments and/or full-time combination assignments that include parcel delivery. The pilot sites will include parcel delivery outside of normal delivery windows, the use of parcel post assignments, and any other concept mutually agreed to by the national parties. The pilots are subject to the following:

- Delivery units and/or installations will be jointly selected to participate in the pilot
- The national parties will determine what parcel delivery concept(s) will be tested in each location
- Any city letter carrier available in accordance with the collective bargaining agreement may be used to deliver parcels in the pilot
- Time records and other data associated with routes in locations included in the pilot will not be used for any route evaluation or adjustment purposes unless jointly agreed upon by the national parties

Upon conclusion of the pilots, the national parties will evaluate the results and jointly determine if, how, when, and where any concepts tested will be implemented on a permanent basis. If a decision is made to permanently implement, the parties will also jointly determine how to create, evaluate and adjust such assignments as necessary to ensure they are as near eight hours as possible.

Any issues with or questions about 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.

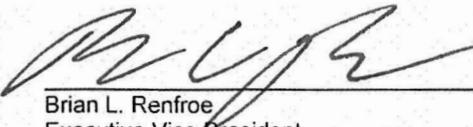
This agreement is effective from the date of signature through April 30, 2022, however, either party may terminate this agreement by providing 30 days written notice to the other party.

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.



David E. Mills  
Director  
Labor Relations Policies and Programs  
U.S. Postal Service

Date 2/9/2022



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

Date 2/9/2022