

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

Re: Sorting and Delivery Center Installation Designation

The parties agree that for the purpose of implementing the Memorandum of Understanding *Re: Local Memorandum(s) of Understanding due to the Establishment of a Sorting and Delivery Center*, the Sorting and Delivery Centers (S&DC) listed below shall be established as multiple installations within the facility:

1. Utica, NY S&DC
 - a. Utica, NY Installation
 - b. Frankfort, NY Installation
 - c. Whitesboro, NY Installation
 - d. Yorkville, NY Installation
 - e. Ilion, NY Installation
2. Bryan, TX S&DC
 - a. Bryan, TX Installation
 - b. College Station, TX Installation

Each installation shall maintain separate seniority lists during the term of this agreement. Each career letter carrier assigned to one of the installations listed above prior to the establishment of the S&DC will remain on the seniority list for their installation unless the employee voluntarily bids to another installation within the S&DC under the process described in this agreement.

In order to address potential delivery issues, the parties agree to the following:

1. Each installation within the S&DC will maintain separate overtime desired lists (OTDL).
 - a. The equitable distribution of overtime pursuant to Article 8.5.C.2.b will be among those employees on the OTDL working in the same installation. There is no requirement for an employee on the OTDL to be equitable with an employee in another installation.
 - b. The local parties shall meet to discuss methods to address the need for overtime when the OTDL in an installation does not provide sufficient qualified employees. If the local parties are unable to reach agreement on an alternate method, this issue will be referred to the national parties for discussion and resolution.
2. Part-time flexible (PTF) city letter carriers assigned to any installation within the S&DC may be assigned to work in other installations without regard to the provisions of Article 12.5.B.5. However, part-time flexible city letter carriers shall be worked in their domiciled installation when required by relevant provisions of the collective bargaining agreement (e.g. Letter Carrier paragraph, holiday scheduling).
3. City carrier assistants (CCA) may be assigned to work in any installation within the S&DC pursuant to the Memorandum of Understanding *Re: City Carrier Assistants – Temporary Assignments to Other Post Offices*. However, city carrier assistants shall be worked in their domiciled installation when required by relevant provisions of the collective bargaining agreement (e.g. Letter Carrier paragraph, holiday scheduling).
4. PTF and CCA letter carriers may only opt on temporarily vacant assignments in their domiciled installation.

5. Local Memorandums of Understanding (LMOU) are not modified by this agreement and will continue to apply in each installation separately.

Vacant full-time letter carrier assignments shall be posted for bid in accordance with Article 41 and the local memorandum of understanding. Only those full-time letter carriers assigned to the installation in which the vacancies occur may bid on those vacant assignments. If no qualified full-time letter carrier bids on a vacant assignment, the assignment will be posted for bid among all full-time letter carriers assigned to the S&DC. The determination of the successful bidder shall be based on seniority with the seniority date and rank for each bidder within their installation used to determine the senior bidder. Resulting residual vacancies shall be filled in accordance with the Memorandum of Understanding *Re: Full-time Regular Opportunities – City Letter Carrier Craft*. Any disputes regarding how this agreement is applied shall be referred to the Alternate Dispute Resolution team.

Management may create full-time city carrier assignments by combining work from any of the installations within the S&DC. Newly created full-time city carrier assignments will be assigned to the installation where the majority of the work is domiciled. If the same amount of work existed in multiple installations, assignments will be assigned to one installation at management's discretion. Newly created full-time carrier technician assignments will be assigned to the installation with the majority of the component routes comprising the carrier technician assignment.

These designations shall be in effect for a period of six months following the date of the establishment of the S&DC on February 25, 2023. During the six month period issues which arise from the implementation of this MOU may be raised by either party and will be discussed by the local parties for resolution. If the local parties are unable to reach agreement on an alternate method, the issue will be referred to the national parties for discussion and resolution. Prior to the end of the six-month period, the national parties shall meet to determine whether the S&DC will continue to function as multiple installations within the facility or if the installations will be combined into a single installation.

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