

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

**Re: Modified Delivery Unit Optimization – San Rafael, CA**

The parties agree to implement a Modified Delivery Unit Optimization (MDUO) process between the Corte Madera, CA Installation and the San Rafael, CA Installation.

Regarding the city letter carrier craft, the parties agree to the following principles when the MDUO process results in moving city letter carriers from one installation to another:

1. All city letter carriers assigned to zone 94939 in the Corte Madera Installation will be assigned to the San Rafael Installation.
2. If any PTF city letter carriers are on the rolls in the Corte Madera Installation on the date the assignments are moved to the San Rafael Installation, the national parties will meet to determine the number of PTF positions that will be reassigned to the San Rafael Installation. Once the number of PTF positions that need to be reassigned is determined, the PTFs assigned to Corte Madera will be allowed to select reassignment to the San Rafael Installation based on their seniority. If an insufficient number of PTFs elect to voluntarily reassign to the San Rafael Installation, PTFs will be involuntarily reassigned by mutual agreement of the national parties.
3. At least 30 days advance notice will be provided to the Union at the National, Regional, and Local Levels, and to individual city letter carriers who are to be moved from the Corte Madera Installation to the San Rafael Installation.
4. City letter carriers from both the Corte Madera and San Rafael Installations will retain their craft installation seniority and bid assignments. For the purposes of applying Article 41.2.B.7, all craft seniority will be credited as earned at the San Rafael Installation.
5. Hold-down (opted) assignments obtained pursuant to Article 41.2.B of the National Agreement will not be impacted by the movement of city carriers under this process. Temporary higher level carrier technician assignments obtained pursuant to Article 25.4 of the National Agreement will not be impacted solely by the movement of city carriers under this process.
6. The parties agree that annual leave requests previously approved in either the Corte Madera or San Rafael Installations will be honored except in serious emergency situations, pursuant to Article 10.4.D of the National Agreement.

7. At least 30 days prior to the movement of city letter carrier assignments from the Corte Madera Installation into the San Rafael Installation, the local parties from both impacted installations will meet to identify and discuss any existing LMOU provisions from the Corte Madera Installation that are different from those in the San Rafael Installation. While these discussions are not considered Article 30 local implementation, the local parties will make necessary revisions to the LMOU in the San Rafael Installation to accommodate city delivery operations moving from the Corte Madera 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 Corte Madera Installation that is made part of the LMOU in the San Rafael Installation will use the date the provision was added to the LMOU in the Corte Madera Installation for the purpose of applying Article 30.C. In the event city delivery assignments are returned to the Corte Madera bid cluster, the original LMOU in the Corte Madera Installation shall be reinstated.
8. If the city letter carrier craft assignments in zone 94939 are returned to the Corte Madera bid cluster, the national parties will meet to discuss the process for moving city letter carrier craft employees back to the Corte Madera Installation.

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 Blum  
Vice President, Labor Relations  
United States Postal Service



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

Date: 11/29/2023

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