

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

**Re: Territorial Route Adjustments**

The United States Postal Service and the National Rural Letter Carriers' Association agree to the following procedure for all rural routes receiving territorial adjustments, including adjustments to relieve overburdened routes, consolidations of one or more routes in an office, and creation of new routes. This agreement does not extend to routes receiving interim adjustments related to new growth, loss of delivery points, or route realignments and remeasurements.

When territorial adjustments are completed in an office, all impacted routes, regardless of the amount of the adjustment, will have the route evaluation set to the standard hours and minutes as they are finalized on the Rural Route Evaluated Compensation System (RRECS) Interim Adjustment Worksheet.

Once the territorial route adjustment has been implemented, the route evaluation will remain what is finalized on the RRECS Interim Adjustment Worksheet until such time that at least fifty-two (52) weeks have passed. The route will then be evaluated using the volume data collection period and mini mail survey associated with either the April or October effective date, as appropriate.

Base hour changes may be made to the evaluations finalized on the RRECS Interim Adjustment Worksheet, as needed; however, a route evaluation reset will only occur as outlined above.

All rural routes impacted by territorial route adjustments completed in 2024 prior to the October evaluation will be reset to the standard hours and minutes finalized on the RRECS Interim Adjustment Worksheet effective retroactively to October 19, 2024. Territorial route adjustments completed after the October evaluation effective date will follow the procedures outlined in this MOU for any future route evaluations.

The rural route evaluations implemented on October 5, will be superseded by this retroactive base hour change for all rural routes that received territorial route adjustments in 2024 prior to October. For those routes where the actual standard hours increase and consequently, the route classification changes to one with more relief days, the assigned carriers will be compensated for the difference in evaluated hours and/or relief days in accordance with the parties' pre-arbitration decision regarding retroactive route adjustments. Conversely, those rural routes which receive a retroactive base hour change reducing the evaluated hours will be issued corresponding accounts receivable invoices.

The provisions set forth in the MOU do not restrict the parties from negotiating changes to this procedure should opportunities arise based on future advancements in technology.

  
Cathy M. Perron  
Director  
Contract Administration (NRLCA)

  
Donald L. Maston  
President  
National Rural Letter Carriers' Association

Date: 11/18/2024