

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
JOINT BARGAINING COMMITTEE  
(AMERICAN POSTAL WORKERS UNION, AFL-CIO, AND  
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO)

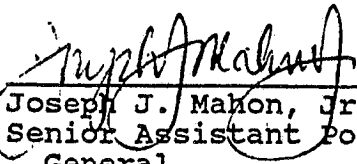
RE: ELIGIBILITY FOR ONE-TIME CASH PAYMENT AND ONE-TIME COLA CASH  
PAYMENT

The parties agree that they will establish at the national level a committee to review individual cases, brought directly to the committee by the union, where the union believes that application of the eligibility criteria set forth at Article 9.4.C.1 and 2 would produce inequitable results. The intent of the parties is not to deprive an employee of the one-time cash payment or one-time COLA cash payment solely because such employee is not in a pay status during the pay period immediately prior to the effective date of the one-time cash payment or one-time COLA cash payment. Some examples of where an employee would not be considered ineligible for the one-time cash payment or one-time COLA cash payment include:

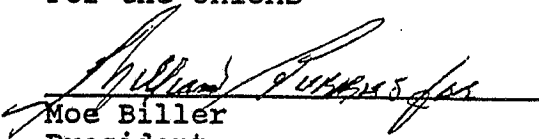
A 14-day suspension which happens to fall exactly within the pay period immediately prior to the effective date of the one-time cash payment or one-time

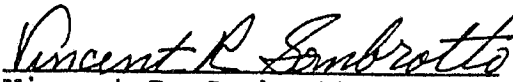
COLA cash payment; Union-Officer leave pursuant to  
Article 24, Section 2, or other short-term union  
detail; or short-term approved leave.

For the United States  
Postal Service

  
\_\_\_\_\_  
Joseph J. Mahon, Jr.  
Senior Assistant Postmaster  
General  
U.S. Postal Service

For the Unions

  
\_\_\_\_\_  
Moe Biller  
President  
American Postal Workers  
Union, AFL-CIO

  
\_\_\_\_\_  
Vincent R. Sombrotto  
President  
National Association of  
Letter Carriers, AFL-CIO