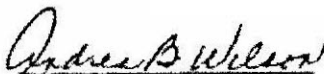


**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

Accommodation for Qualified Regular Rural Carriers with Disabilities

The Employer may on occasion, as a consequence of its statutory obligations under the Rehabilitation Act of 1973, be required to modify a regular rural carrier's assigned route, work schedule, or duties when the regular carrier is a "qualified individual with disabilities", as those terms are defined under the Rehabilitation Act. The Employer may adjust such carrier's route to an evaluation less than the standard hours found in the Table of Evaluated Hours for Rural Routes in Article 9.2.C.6 of the National Agreement when the medical documentation reflects that the carrier requires a reduced work schedule. While such carrier will continue to be compensated pursuant to FLSA 7 (b) (2), his/her salary guarantee will be immediately adjusted. A carrier, whose route is modified under these provisions, is not entitled to salary rate protection. Should the regular carrier, for any reason, vacate the modified route, the Employer may increase the evaluation of the route to standard hours found in the Table of Evaluated Hours for Rural Routes, prior to posting the route in accordance with Article 12.3 of the National Agreement. A route that is modified pursuant to this Memorandum of Understanding (MOU) is not subject to MOU #6 of the National Agreement regarding relinquishing the route when the regular rural carrier is unable to perform all the duties of the assigned route for a period of two years.



Andrea B. Wilson
Manager, Contract Administration
(NRLCA/NPMHU)
Labor Relations

Date: 3/15/2001



Steven R. Smith
President
National Rural Letter
Carriers' Association

Date: 15 March, 2001