

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

**Re: Temporary Use of the Employee and Labor Relations Manual (ELM) 432.53, City Letter Carriers (7:01 Rule)**


For the 60-day duration of this Memorandum of Understanding, the parties agree that, the Postal Service will institute the use of Employee and Labor Relations Manual (ELM) Section 432.53, City Letter Carriers (7:01 Rule).


A city letter carrier who actually works more than 7 hours but less than 8 hours of a regular scheduled day will, upon his/her request, be officially excused from the completion of the 8-hour tour and still credited with 8 hours of work time for pay purposes. Any hours not worked between the seventh and eighth hour of a regular scheduled day pursuant to ELM 432.53 are included in an employee's regular rate of pay pursuant to ELM 443.212.g.

All delivery service supervisors are reminded that city letter carriers should not be excused under the 7:01 rule unless they have completed their routes and cannot be assigned to any available work in the same wage level.

Local management at all delivery units must reemphasize to all city letter carriers that they must apprise their supervisor of their desire to clock out prior to completion of a full 8-hour workday, minus time covered by the 5-minute leeway rule.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if extension is appropriate.

  
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Douglas A. Tulino  
Vice President Labor Relations  
United States Postal Service

  
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Fredric V. Rolando  
President  
National Association of Letter Carriers  
AFL-CIO

3-23-20  
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Date

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