

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

**Re: Holiday Assistant Rural Carriers**

To support our package delivery service during peak season, the United States Postal Service and the National Rural Letter Carriers' Association have agreed to establish procedures for the temporary reemployment of annuitants as holiday assistant rural carriers.

The holiday assistant rural carrier position (HARC) will be filled exclusively with reemployed annuitants consistent with the statutory requirements under the National Defense Authorization Act. These carriers will be paid the current hourly rate based on Table Four, *Rural Carrier Associate\*\*/Assistant Rural Carrier\*\*\*\* Straight-time Hourly Wage Rates*, of the 2021-2024 Agreement between the US Postal Service and the National Rural Letter Carriers' Association.

The holiday assistant rural carrier will provide supplemental assistance for parcel delivery only, up to seven (7) days per week, for the period beginning November 2, 2024, and continuing through January 24, 2025.

Before scheduling a holiday assistant rural carrier to complete parcel delivery assistance on any route during the week, available rural carrier associates (RCAs) designated as the primary leave replacements for the routes must be provided the opportunity to perform auxiliary assistance. Additionally, management must schedule all assistant rural carriers (ARCs), who are assigned to either the hub or associated post offices before scheduling the holiday assistant rural carrier for Sunday delivery.

Holiday assistant rural carriers will work only in the offices to which they have been appointed.



Cathy M. Perron  
Director  
Labor Relations  
U.S. Postal Service



Donald L. Maston  
President  
National Rural Letter Carriers'  
Association

Date: July 12, 2024