

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

Re: National Reassessment Program (NRP) Settlement

Recently the parties met and discussed the following grievances, Q00C-4Q-C 07006778/HQTG200613, Q00C-4Q-C 07078116/HQTG20071, and Q06C-4Q-C 07153792/HQTG20076. These grievances were initiated over various issues regarding the Postal Service's National Reassessment Process (NRP) for employees injured on the job that was implemented beginning in 2005. The parties acknowledge that the NRP program has been discontinued by the United States Postal Service.

In resolution of these issues the parties agree as follows:

1. The NRP did not redefine or change the Postal Service's obligation to provide limited duty or rehabilitation assignments for injured employees. The Employee and Labor Relations Manual (ELM) 546 remains applicable to all pending grievances.
2. The Postal Service has not developed new criteria for assigning limited duty. Injured employees will continue to be assigned limited duty, in accordance with the requirements of ELM 546 and C.F.R. Part 353.
3. Employees on existing non-workers compensation light duty assignments made pursuant to Article 13 of the National Agreement will not normally be displaced solely to make new limited duty or rehabilitation assignments unless required by law or regulation. The foregoing sentence does not establish any guarantee of daily work hours for employees in a light duty assignment.

Any grievances which have been held in abeyance will be processed in accordance with the foregoing.

This settlement is without prejudice to the right of the Postal Service to propose changes to ELM 546 in accordance with the Article 19 process.

Time limits were extended by mutual consent.



Michael J. Elston
Vice President, Labor Relations
United States Postal Service



Charlie Cash
Industrial Relations Director
American Postal Workers Union, AFL-CIO

Date: May 30, 2025