

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

**Re: Bereavement Leave**


City letter carriers may use a total of up to three workdays of annual leave, sick leave or leave without pay, to make arrangements necessitated by the death of a family member or attend the funeral of a family member. Authorization of leave beyond three workdays is subject to the conditions and requirements of Article 10 of the National Agreement, Subsection 510 of the Employee and Labor Relations Manual and the applicable local memorandum of understanding provisions.

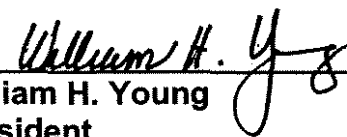
**Definition of Family Member.** "Family member" is defined as a:

- (a) Son or daughter—a biological or adopted child, stepchild, daughter-in-law or son-in-law;
- (b) Spouse;
- (c) Parent; or
- (d) Sibling—brother, sister, brother-in-law or sister-in-law; or
- (e) Grandparent.

**Use of Sick Leave.** For employees opting to use available sick leave, the leave will be charged to sick leave for dependent care, if eligible.

**Documentation.** Documentation evidencing the death of the employee's family member is required only when the supervisor deems documentation desirable for the protection of the interest of the Postal Service.

  
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**Doug A. Tulino**  
Vice President  
Labor Relations  
U. S. Postal Service

  
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**William H. Young**  
President  
National Association of  
Letter Carriers, AFL-CIO

**Date: September 11, 2007**