



UNITED STATES POSTAL SERVICE
Labor Relations Department
475 L'Enfant Plaza, SW
Washington, DC 20260-4100

October 9, 1987

Dallas N. Fields
President
National Rural Letter
Carriers Association
1448 Duke Street, Suite 100
Alexandria, VA 22314-3403

Re: Arbitration No.
H4R-NA-C 101


Dear Mr. Fields:

Recently, William B. Peer, Esquire, and Anthony W. DuComb, Esquire, our respective representatives in the national level issue scheduled to be arbitrated in the above-referenced matter, resolved the interpretive issue pursuant to the following terms:

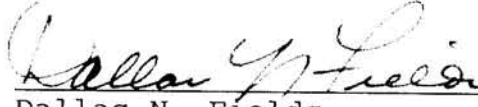
1. The National Rural Letter Carriers Association agrees that this letter shall serve as a withdrawal of its appeal of this dispute to a national level grievance pursuant to Article 15, Section 4.D.
2. The National Rural Letter Carriers Association agrees that subsequent to October 9, 1987, Article 15, Section 3, Step 1.a shall be interpreted to mean that where a proposed notice of discipline is issued by the Postal Service the 14-day time period for initiating a grievance shall run from the proposed notice, not from any decision letter on the proposed notice. The National Rural Letter Carriers Association further agrees that failure to initiate a timely grievance on the proposed notice of discipline shall be deemed as a waiver of any grievance pursuant to Article 15, Section 4.B.
3. The Postal Service agrees that only for grievances filed on or before October 9, 1987, including the grievance in the above-referenced matter, this letter shall serve as a commitment not to assert its timeliness defense flowing from a failure to meet the 14-day time period from the proposed notice addressed in paragraph 2.
4. The parties agree that the grievance in the above-referenced matter shall be processed at the regional level for arbitration consistent with paragraphs 1-3.

Please sign and return the enclosed copy of this letter acknowledging the National Rural Letter Carriers Association's agreement to resolve this interpretive issue.

Sincerely,



William J. Downes
Director, Office of
Contract Administration
Labor Relations Department
U. S. Postal Service



Dallas N. Fields
President
National Rural Letter Carriers
Association