



Mr. David Heather
Director of Labor Relations
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3467

Re: Q15R-4Q-C 18112722
Class Action
Washington, DC 20260-4100

Dear David:

On several occasions, the most recent being February 25, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns rural carriers utilizing the load truck feature when loading an Employer provided vehicle.

After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case. Handbook PO-603, section 223.23, is instructive regarding how rural carriers handle parcels that do not fit in the case separations. Specifically, a letter may be reversed or some other method may be used to alert carriers there is a parcel that cannot be cased for that address.

The parties agree that management may require rural craft employees who are being compensated hourly to use the load truck feature.

This settlement should be applied to grievances that are currently being held pending the outcome of this dispute. If there are any remaining contractual issues that are not resolved, the local parties should continue to process in accordance with the grievance/arbitration procedures.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case.

Time limits were extended by mutual consent.

A handwritten signature in blue ink that reads "Reggie W. Rabon".

Reggie W. Rabon
Labor Relations Specialist
Contract Administration (NRLCA)

A handwritten signature in blue ink that reads "David Heather".

David Heather
Director of Labor Relations
National Rural Letter Carriers'
Association

Date: 2/28/19

Date: 2/28/19



February 28, 2018

Mr. Joey Johnson
Director of Labor Relations
National Rural Letter Carriers' Association
1630 Duke Street
Alexandria, VA 22314-3467

Dear Joey:

This is in response to a question raised in your January 13 correspondence concerning the Carrier Vehicle Loading Initiative. Notice of the initiative was sent to the union on October 27, 2017.

We have restated your question and provided a response below.

1. If a rural carrier voluntarily utilizes the vehicle loading initiative during the upcoming February/March 2018 mail count when loading their vehicle, will the time it takes to scan and place the parcels in the location designated be included in the load time? The Union's position is this time should be included in the loading time.

RESPONSE: The scanning of each parcel using the load truck feature on the Mobile Delivery Device (MDD) will be included in the load time. However, since load time is actual time there will be no additional scan credit (column 15) for scanning each parcel.

Please contact Janet Peterson at extension 5127 if you have questions concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan S. Moore".

Alan S. Moore
Manager
Labor Relations Policies and Programs