



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

Re: C06R-4C-C11276212
Class Action
Barnegat, NJ 08005-9998

Dear Joey:

On several occasions, the most recent being June 11, 2015, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether non-scheduling a rural carrier associate (RCA) after being involved in an at-fault motor vehicle accident is equivalent to the suspension of driving privileges.

After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case. The following will constitute full and complete settlement of this grievance.

The parties agree there are no provisions for the automatic suspension of an employee's driving privileges based on the fact the employee was involved in a motor vehicle accident.

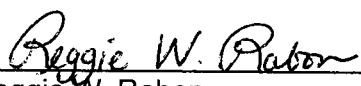
Handbook, EL-804, *Safe Driver Program*, section 422, provides management may withhold driving privileges up to fourteen (14) days pending completion of the accident investigation. Once the accident investigation is completed, driving privileges must be reinstated, suspended up to sixty (60) days, or revoked. If driving privileges are suspended or revoked, management must provide an explanation to the employee in writing.

The information contained in the case file does not indicate that management notified the employee in writing that his driving privileges were revoked. Therefore, after the accident investigation was completed, the employee should have been scheduled for work that he was contractually entitled to perform.

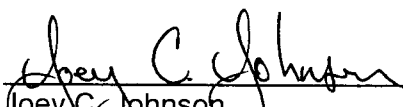
Accordingly, we agree to remand this settlement to the parties at Step 3 for proper application.

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.



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



Joey C. Johnson
Director of Labor Relations
National Rural Letter Carriers'
Association

Date: 6-11-15

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