



Joey Johnson
Director of Labor Relations
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3465

Re: Q10R-4Q-C 14233674
Class Action
Washington DC 20260-4100

Dear Mr. Johnson:

On several occasions, the most recent being July 16, 2015, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns whether rural carrier craft employees should be compensated for time spent in the completion of the activities, including reimbursement of costs for obtaining fingerprints, related to a National Agency Check with Inquiries (NACI); which is required for career employment.

During our discussion, we mutually agreed that the following will constitute full and complete settlement of this grievance:

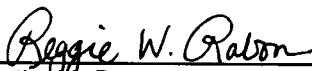
In accordance with a recently issued policy from Postal Service Headquarters, completion of the components associated with a NACI will occur "on the clock". Therefore, non-career rural carriers will be compensated a reasonable amount of time spent for completion of the activities related to the NACI, including obtaining fingerprints. Additionally, the Postal Service is responsible for the direct cost of fingerprinting, if applicable.

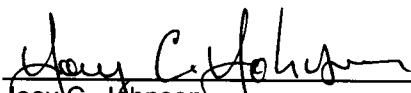
Determining the need for and procedures used to obtain background investigations, including acquiring fingerprints, is within the sole discretion of management.

All grievances currently held in abeyance on the issue of compensation for the completion of the requirements for a NACI will be reviewed for application of this settlement and further processing as necessary.

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.

for 
Cathy M. Perron
Manager
Contract Administration (NRLCA)


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

Date: 7-22-2015