

LABOR RELATIONS



Mr. Randy Anderson  
Director of Labor Relations  
National Rural Letter Carriers'  
Association  
1630 Duke Street, 4th Floor  
Alexandria, VA 22314-3465

Re: J95R-4J-C 01250167  
Class Action  
Adrian, MI 49221-9998

Dear Mr. Anderson:

On several occasions, the most recent being December 13, 2002, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns management's right to determine the casing method used by rural carriers.

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

Management will determine the initial casing system when a rural route is created. In addition, management may change the casing system as follows:

- 1) When a regular route is vacant,
- 2) When a route changes regular carriers (including during the awarding process, provided the carrier is notified prior to accepting the route),
- 3) Anytime on an auxiliary route,
- 4) When unserviceable equipment causes the need for change, or
- 5) Anytime by mutual agreement.

If the facts in the instant case show that local management required rural carriers to change the casing method at times other than stated above, the carrier will be entitled to return to his/her previous casing method.

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

Sincerely,

Handwritten signature of William Daigneault in black ink.

William Daigneault  
Contract Administration  
(NRLCA/NPMHU)  
Labor Relations

Handwritten signature of Randy Anderson in black ink.

Randy Anderson  
Director of Labor Relations  
National Rural Letter Carriers'  
Association

Date: 1/16/03