



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

Re: Q00R-4Q-C 03096526
Class Action
Washington, DC 20260-4110

Dear Randy:

On several occasions, the most recent being January 9, 2004, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether the address orientation or address label placement on a mail piece, defined as a rigid article in accordance with Handbook PO-603, Rural Carrier Duties and Responsibilities, Section 535.12.d, has any affect on that piece being recorded as a flat or a parcel during a mail count.

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

For the purpose of recording a rigid article during a mail count as a flat or parcel, the manner in which the address is oriented on the piece will be relevant. For the purpose of a mail count, the height of the rigid article will be defined as the dimension perpendicular to the address label. In accordance with Section 535.12.d of Handbook PO-603, a rigid article exceeding 5 inches in height would be recorded as a parcel. Therefore, a rigid article measuring 4 ¾ inches by 5 ½ inches would be recorded as a parcel if the label or address on the rigid article was placed parallel to the 4 ¾ inch dimension. In this example, the 4 ¾ inch dimension would be considered the length because the address orientation is parallel to the 4 ¾ measurement and the 5 ½ inch dimension is the height because the address orientation is perpendicular to the 5 ½ inch dimension.

The parties agree that this settlement will be applied to the 2004 national rural mail count and all mail counts subsequent. Any other grievance concerning this issue filed prior to the 2004 national rural mail count will be considered withdrawn.

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
Labor Relations Specialist
Contract Administration
(NRLCA/NPMHU)

Handwritten signature of Randy Anderson in black ink.

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

Date: 2/3/2004