

LABOR RELATIONS



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

Re: E004-4E-C02151935
Walter Cooter
Friday Harbor, WA 98250

Dear Randy:

On several occasions, the most recent being May 7, 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 time used for the restroom is included in the non-compensable thirty-minute lunch break or included in personal time.

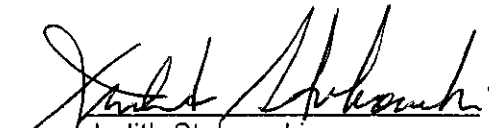
During our discussion, we mutually agreed that the following will constitute full and complete settlement of this grievance:


The parties agree that time for the restroom is included in the fixed time standard identified as *Personal Time* on Line 2 of PS Form 4241-A, *U.S. Postal Service Rural Route Evaluation*. Such time is not deducted from the non-compensable thirty-minute lunch break provided for in Article 30.1.F of the National Agreement and Handbook PO-603, *Rural Carrier Duties and Responsibilities*, Section 152.3.

Based upon the circumstances of the instant case, the parties agree that no further action is necessary.

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

Sincerely,


Judith Stokowski
Contract Administration
(NRLCA/NPMHU)
Labor Relations


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

Date: May 7, 2004