



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

Re: J06R-4J-C09401034
Class Action
Zion IL 60099-9998

Dear Mr. Johnson:

On several occasions, the most recent being March 15, 2017, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether a rural route was posted within the time requirements of Article 12 of the USPS/NRLCA National Agreement.

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

Article 12.3.A.2 states, in part, "When a rural route becomes vacant, it shall be posted within 30 days from the time it becomes vacant, except:

- a. If a route consolidation, adjustment, or conversion is pending in the appropriate area, a 60-day extension may be made."

The parties agree that management may extend the time frame for posting of a rural route vacancy an additional 60 days to consolidate, adjust, or convert a route(s). The 60-day extension is intended to be used to complete the adjustment package, including effecting territorial changes if the vacant route is consolidated. When consolidating an encumbered route, the adjustment package must be completed and the affected routes, including the original vacancy, must be posted within the extension period. The extension period is not intended to arbitrarily delay the posting of a vacant rural route beyond the 30 days pursuant to Article 12.3.A.2.

Should management fail to complete the adjustment package as outlined above, for any reason, within 90 days from the date of the original vacancy, the vacancy will be posted immediately in accordance with Article 12. If a rural carrier associate (RCA) is converted to regular rural carrier as a result of this posting, the placement will be retroactively effective to the beginning of the last pay period

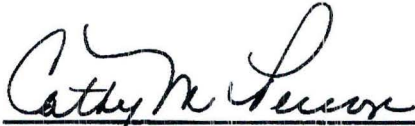
within 71 days of the date of the original vacancy. The RCA will be given the option for retroactive conversion or conversion on the effective date of the award.

Regular rural carriers awarded routes as a result of the immediate posting of the vacancy, will not be retroactively placed on the new assignment. However, the regular rural carrier may be entitled to a monetary settlement based on the difference in the route evaluations. The parties will determine on a case-by-case basis if the affected regular rural carrier is entitled to this compensation.

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

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

Time limits we extended by mutual consent.



Cathy M. Perron
Manager
Contract Administration (NRLCA)



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

Date: 3/22/2017