



May 27, 2011

Don Cantriel, President
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3467

Dear Don:

This letter will confirm our mutual understanding regarding Job Bid Management (JBM) – Rural as it applies to the option for part-time flexible (PTF) rural carriers and rural carrier associates (RCAs) to "Select All" during online bidding when a vacancy notice is posted for more than one vacant regular rural route.

The Analysis of Changes to the 2006-2010 Agreement between the United States Postal Service and the National Rural Letter Carrier's Association includes the following question on page 89:

- 3. An office has posted multiple vacant routes. There is one PTF in the office and numerous RCAs. The PTF does not submit a bid (does not indicate any preference for the residual vacancies). The PTF will be converted to regular in accordance with Article 30.2., so a bid submission is not required. The RCAs in the office submit bids indicating specific route preferences in order. Is it possible for an RCA to be awarded a route that was listed as their number one preference that the PTF also desired?**

Yes. Because the RCA listed a preference for residual vacancies, his or her preferences will be honored prior to the PTF who listed no preferences. The PTF will still be converted to regular rural carrier and assigned a residual vacancy, but without submission of a bid will be placed in any assignment, not the preferred assignment. The same situation and outcome would exist if an RCA with a longer period of service in the office did not submit preferences and a more junior RCA did indicate route preferences.

When a PTF chooses not to submit a bid or an RCA exercises the option to "Select All", when submitting a bid for a posting with multiple vacant routes, the JBM-Rural system requires certain logic be applied in order to determine the successful bidder(s). In these instances the system itself will list the routes in position number order assigning preference #1 to the lowest position number and continuing in ascending order for both preference number and position number.

Effective June 4, 2011, in those circumstances when multiple vacant routes are posted and one or more PTFs or RCAs use the "Select All" option for bidding; the routes will be awarded in accordance with the preferences assigned by the JBM-Rural system. Additionally, there will be no recourse from the more junior rural carrier(s) regarding the route assignments as listed in the Final Award.

It should be noted that once a rural carrier utilizes the "Select All" option for submission of a bid, the carrier may view the bid online and change the preferences assigned by the system or withdraw the bid, provided this action is taken prior to the closing date of the posting.

Sincerely,


William Daigneault
Manager
Contract Administration (NRLCA)

Concurrence: 
Don Cantriel
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