



December 21, 2000

Mr. Steven R. Smith  
President  
National Rural Letter  
Carriers' Association  
1630 Duke Street 4<sup>th</sup> Floor  
Alexandria, VA 22314-3465

Dear Steve:

This letter will confirm our mutual understanding regarding the intent of the relief day work list as it applies to a rural carrier that has been returned to work as a result of the disposition of a grievance on his or her removal.

It is our understanding that a rural carrier may place his or her name on the relief day work list upon return to duty provided both of the following conditions are met.

1. The non-duty period prior to the carrier's return to work included the two weeks prior to the beginning of the guarantee period, in which carriers may place their names on the relief day work list in accordance with Article 8.5.A of the National Agreement.
2. During the two weeks prior to the beginning of the guarantee period, the carrier notifies management of his or her desire to add their name to the relief day work list.

The parties also agree that if back pay is awarded to the carrier for all or part of the non-pay, non-duty status, the carrier is not provided additional compensation for relief days he or she may have worked because the carrier was or was not on the relief day work list.

Please sign in the space provided below indicating agreement with this mutual understanding.

Sincerely,

A handwritten signature in cursive script that reads "Andrea B. Wilson".

Andrea B. Wilson  
Manager  
Contract Administration (NRLCA/NPMHU)

Concurrence:

A handwritten signature in cursive script that reads "Steven R. Smith".

Steven R. Smith  
President  
National Rural Letter  
Carriers' Association