



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

Re: H00R-4H-C08270674  
Class Action  
Marietta, GA 30062-9998

Dear Mr. Johnson:

On several occasions, the most recent being July 15, 2009, 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The issue in this grievance is whether a rural route posting may be rescinded prior to awarding the vacancy in order to consolidate the route.

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:

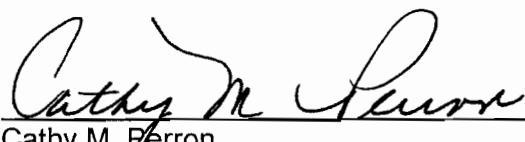
- a. If a route consolidation, adjustment, or conversion is pending in the appropriate area, a 60-day extension may be made."

In a Step 4 decision dated May 15, 1992, case number H7R-4R-C17165, and further cited in the decision for case number G95R-4G-C1207846; the parties agreed that management may adjust or consolidate a route at any time in accordance with the provisions outlined in Articles 9 and 12, including after a rural carrier has been awarded a bid assignment. However, the posting and awarding procedure should not be interrupted for the purpose of adjusting a route, unless the residual route that became vacant as a result of the original posting meets the criteria for conversion to a highway contract route at the time it becomes vacant.

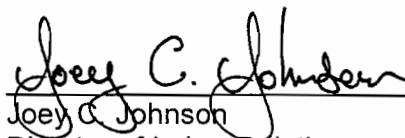
Therefore, management may extend the posting of a vacancy an additional 60 days to consolidate a route or may complete a consolidation following the award of the assignment in accordance with Articles 9 and 12. However, once the rural route has been posted, the posting may not be interrupted except to adjust the residual vacancy as indicated above.

Based upon the fact circumstances in the instant case, rural carrier associate (RCA) Rob Bukoweicki will be converted to regular rural carrier retroactively to July 19, 2008, and assigned the salary commensurate with rural route 014. The carrier will be reassigned to rural route 040 effective August 1, 2009.

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



Cathy M. Ferron  
Labor Relations Specialist  
Contract Administration (NRLCA)



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

Date: Aug. 6, 2009

Date: 8-6-09