

LABOR RELATIONS



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

Re: G95R-4G-C00170298  
A. Hynes  
Grand Prairie, TX 75051-9998

Dear Mr. Anderson:

On several occasions, the most recent being March 22, 2002, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether management violated the National Agreement when an rural carrier associate (RCA) was scheduled to serve a regular route and an auxiliary route in a single day rather than work a regular rural carrier in accordance with Article 8 Section 5.

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

Signing of the relief day work list does not provide an entitlement to the regular rural carrier to work the relief day due to the unavailability of a leave replacement. Management must follow the provisions outlined in Article 30 to provide coverage for a route, and may also on some occasions split a route or schedule an RCA to serve a regular route and an auxiliary route, prior to utilizing a regular carrier to work on the relief day.

However, except in emergency situations, management must not schedule a leave replacement to serve on two full assignments or one full assignment and one or more partial assignments in a single day, if the evaluations of these assignments total twelve hours or more.

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

Sincerely,

A handwritten signature in cursive script that reads "Cathy M. Perron".

Cathy M. Perron  
Contract Administration  
(NRLCA/NPMHU)  
Labor Relations

A handwritten signature in cursive script that reads "Randy Anderson".

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

Date: 4-24-02