



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

Re: B00R-4B-C 04075045
Cheryl Emmanouilidis
Ashford, CT 06278-9998

Dear Randy:

On several occasions, the most recent being April 20, 2006, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether a leave replacement is entitled to additional compensation or the equivalent amount of auxiliary assistance when required to case and deliver mail that was curtailed the preceding day in order to avoid the payment of overtime for another carrier.

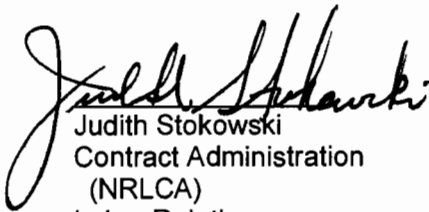
During our discussion, we agreed to the following: The parties agree there may be instances due to exceptionally heavy mail volume, adverse weather conditions, etc. where some mail may be curtailed for operational or service reasons. Typically, under these circumstances, additional compensation would normally not be warranted.

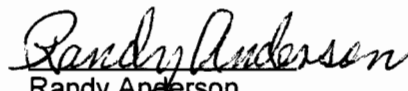
However, if the reason to curtail mail is based solely upon the inexperience of the leave replacement carrier assigned to the route, [1988 Step 4 H4R-4M-C 39280]; or as suggested in the instant case, avoidance of overtime pay for another employee, the leave replacement assigned to the route on the next day should be provided additional compensation or the equivalent amount of auxiliary assistance for the time associated with casing the curtailed mail provided the carrier is compensated at the evaluated rate.

Accordingly, the grievance is remanded to the parties at Step 3 for application of the parties' agreement as stated above. If the parties at Step 3 are unable to resolve the grievance, the Union may appeal the case to area arbitration.

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

Sincerely,


Judith Stokowski
Contract Administration
(NRLCA)
Labor Relations


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

Date: 4-21-06