



Mr. Joey Johnson
Director of Labor Relations
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3465

Re: E15R-4E-C 17200370
Suggs
Kansas City, MO 64153-9998

Dear Joey:

On several occasions, the most recent being February 21, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns proper compensation for rural carriers servicing Electronic Parcel Lockers (EPLs).

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

If it is determined that EPLs will be used for parcel delivery, the parties agree actual time will be provided for time spent by the carrier to service the lockers. There may be additional credit warranted for servicing the EPL such as dismount/distance and miles.

During a mail count, the parties agree that in addition to the normal mail volume credit, EPLs served by a rural route during a mail count will receive credit as follows:

- Column 17, *Other Suitable Allowance*, a manager will conduct a one-week survey (the first six (6) consecutive delivery days) recording the actual time used daily to service the EPLs.

Actual time begins once all parcels are located at the EPL and the carrier signs in on the key pad; and continues until the carrier signs out on the key pad. The same time will be recorded in Column 17, *Other Suitable Allowance*, for each respective day (i.e. Monday, Tuesday, etc.) of the entire mail count period.

If rural carriers are required to wait to gain access to the key pad, the actual waiting time will be included as part of Column 17 - *Other Suitable Allowance* listed above, consistent with Handbook PO-603, *Rural Carrier Duties and Responsibilities*, section 535.12.

- Column 18, Authorized Dismounts, if additional dismount is required and,
- Column 19, *Authorized Dismount Distance (feet)* – any additional distance required to serve the EPL.

Where rural carriers were serving EPLs prior to the mail count, the appropriate base hour change (Columns 17, 18 and 19) will be made to the route, retroactive to the first day of the pay period the carrier began servicing the lockers, using the data gathered during the one-week survey.

Additionally, when a rural carrier begins servicing an EPL outside of a mail count, a manager will accompany the rural carrier for six consecutive delivery days to record the actual time used as well as any additional dismounts and dismount distance. A base hour change will be made to the route evaluation, retroactive to the first day of the pay period the carrier began servicing the lockers.

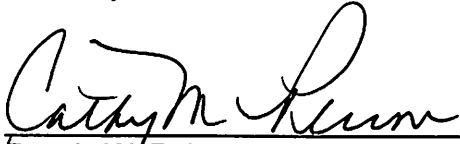
In both instances above, any “banked” time accumulated towards an interim adjustment will not be affected by the base hour change. Should the results create a high/low classification option; the carrier will not be given the opportunity to elect the higher classification.

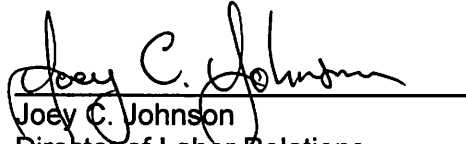
After the initial service begins, if EPLs are no longer be used for parcel delivery, the appropriate adjustments will be made to the route evaluation.

The parties at Step 3 are directed to apply the terms of this settlement to the fact circumstances of the instant case.

Time limits were extended by mutual consent.

Sincerely,


for Reggie W. Rabon
Labor Relations Specialist
Contract Administration (NRLCA)


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

Date: 2-23-2018

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