



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

Re: E00R-4E-C 02168812
Class Action
Yakima, WA 98903-9998

Dear Randy:

On several occasions, the most recent being August 27, 2004, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether the loading function during the 2002 national rural mail count was properly credited for rural routes in the Yakima, Washington, office.

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

Section 535.12 Q of Handbook PO-603, *Rural Carrier Duties & Responsibilities*, states in part, "Enter the time spent transferring mail from the carrier's work area to the vehicle. This time should include taking mail from the work area to the vehicle, placing mail in the vehicle, and returning the equipment to a designated location."

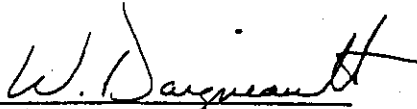
If the designated location is the parking lot, loading time ends when the vehicle is loaded and the equipment is at the location in the parking lot designated by management. If the rural carrier chooses to utilize the available equipment in the parking lot when returning to the office to assist in unloading the vehicle, no additional credit is warranted.

However, if management requires the carrier to use and/or relocate the equipment when returning to the office, the time associated with transporting the equipment from the parking lot to another designated location in the building should be credited during the mail count.

Accordingly, we agree to remand this case to the parties at Step 2 to determine whether the routes in question are entitled to additional credit. If the grievance is not resolved at Step 2, the Union may appeal the grievance to Step 3 and arbitration, if necessary.

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

Sincerely,



William Daignault
William Daignault
Contract Administration
(NRLCA/NPMHU)
Labor Relations



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

Date: 10/21/04