



Mr. Gus Baffa
President
National Rural Letter Carriers'
Association
1630 Duke Street, 4th Floor
Alexandria, VA 23314-3465

Re: E95R-4G-C 99088097
Class Action
Humble, TX 77338-9998

Dear Mr. Baffa:

The parties recently met in pre-arbitration discussion regarding the above referenced case.

The issue in this grievance is whether rural carriers are entitled to additional time credit, above the standard withdrawal allowance, for retrieval of parcel hampers.

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

All rural carriers are required to retrieve their parcel hamper without additional time credit, whether or not the rural carrier receives withdrawal credit, provided the parcel hamper is in close proximity to the rural carrier's case. The parties define close proximity as 50 feet (round trip).

During the mail count, if the parcel hamper is not within 50 feet (round trip), the route will be provided additional credit under Column R for only the distance beyond the 50 feet. Measurement will be from the closest edge (wing) on the front side of the carrier's case to the closest edge of the parcel hamper. The distance beyond 50 feet will be credited at .00284 minutes per foot. The credit will not exceed more than one round trip per day.

The parties agree that this settlement will be applied to all mail counts subsequent to the 2003 national rural mail count and will be considered the settlement in any other grievance concerning this issue.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle the above captioned case and remove it from the pending national arbitration listing.

Sincerely,

A handwritten signature in cursive script that reads "Andrea B. Wilson".

Andrea B. Wilson, Manager
Contract Administration
(NRLCA/NPMHU)

Date: 3/19/03

A handwritten signature in cursive script that reads "Gus Baffa".

Gus Baffa, President
National Rural Letter Carriers'
Association

Date: 3-19-03