

LABOR RELATIONS



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

Re: F95R-4F-C98086042
Class Action
West Sacramento, CA 95799-9998

Dear Mr. Anderson:

On several occasions, the most recent being November 15, 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 the rural carriers were entitled to additional credit during the 1997 mail count for being required to return mail from full mailboxes. Specifically, after the initial occasion a mail box becomes full and mail is returned to the office, is credit appropriate if carriers are required to continue to deliver mail to the box, then return that mail when the mailbox is full again.


The parties agree that generally when a mail box initially becomes full, the mail is removed from the box and returned to the office where it is held with subsequent mail for that address. However, the parties agree that if the rural carrier was required to continue to deliver mail to the box and was subsequently required to remove the mail from the full box again, that route will be credited with one mark-up for each full box of mail returned during the mail count beyond the initial pull.

Accordingly, we agree to remand this case to the parties at Step 3 to determine if the carriers in the instant case are entitled to the additional credit. If the parties are unable to agree on the appropriate remedy, the Union may appeal the appropriate remedy issue to arbitration.

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

Sincerely,


William Daigneault
Contract Administration
(NRLCA/NPMHU)
Labor Relations


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

Date: 12/13/02