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NRLCA

April 2, 1999

Mr. Steven R. Smith
President
National Rural Letter Carriers'
Association
Fourth Floor
1630 Duke Street
Alexandria, VA 22314-3465

Dear Steve:

This letter will confirm our mutual understanding regarding the intent of the Memorandum of Understanding (MOU) in our 1995 National Agreement concerning bids from employees who are temporarily unable to fully perform the duties of the bid-for position as a result of a job-related injury.

It is our understanding that the intent of the MOU is to allow employees injured on the job to bid on vacant positions if able to perform the full duties within one year. It is not intended to allow employees to hold in abeyance vacancies in excess of one year or more than one vacancy simultaneously.

An employee, temporarily unable to fully perform the duties of the bid-for position and currently holding that assignment in abeyance, may elect to bid on other vacancies. However, should that employee become the successful bidder, the employee relinquishes the first assignment and the subsequent assignment is held in abeyance for the remainder of the one year period, or less if medically qualified, in accordance with the MOU.

Should there be any questions regarding the foregoing, please contact Andrea Wilson at (202) 268-3818.

Sincerely,

Charles E. Baker
Acting Manager
Contract Administration (NALC/NRLCA)

Concurrence:

Steven R. Smith
President
National Rural Letter
Carriers' Association