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N R L C A

October 2, 1998

Mr. Steven R. Smith
President
National Rural Letter
Carriers' Association
1630 Duke Street, 4th Floor
Alexandria, VA 22314-3465

Dear Steve:

This will confirm the parties' understanding as a result of a recent discussion between Bill Daigneault and Gus Baffa concerning the assignment of RCAs in a particular situation.

The situation involved an RCA assigned an auxiliary route (Des. 79) who elected to continue to serve as the primary leave replacement on a regular route. The regular rural carrier can only case the route as a result of a job related injury. The issue was whether the RCA is required to provide auxiliary assistance on the regular route, consisting of the completion of the daily assignment, or does the RCA have the option of serving the assigned auxiliary route.

The parties agree that the RCA's primary responsibility continues to be that of leave replacement on the regular route. Therefore, if auxiliary assistance is to be provided and is projected to be two or more hours, the RCA designated as the primary leave replacement is responsible for the assignment. Whether the auxiliary route, or any other assignment, would result in more work hours for the RCA is not relevant.

If this does not reflect a complete and accurate representation of our understanding, feel free to contact me.

Sincerely,

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

Andrea B. Wilson
Acting Manager
Contract Administration (NALC/NRLCA)