



NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

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June 18, 2020

Ms. Cathy Perron
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United States Postal Service
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Washington, DC 20260-4101

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Dear Ms. Perron:

Pursuant to Article 15, Section 4(D), of the parties' National Agreement, the Association submits this National-Level Grievance.

In dispute is the Postal Service's failure to provide adequate relief for rural carriers who have been disproportionately affected by the exponential and sustained growth in parcel volumes delivered brought about by the COVID-19 pandemic and the resulting changes in consumer behavior.

Beginning approximately March 15, 2020, the Union became aware of and began discussing with Labor Relations officials at Postal Service Headquarters, the increase in parcel volumes on rural routes and the need for relief on routes that were significantly affected by the increases. The parties continued to discuss the issue and the Union requested and was provided information on rural carrier work hours. The Union proposed a solution to the issue in the form of an MOU that would encourage providing auxiliary assistance to keep rural carriers from exceeding the evaluated work hours of the route and provide compensation at the overtime rate if and when the carrier did exceed the evaluated hours of the route. The Union waited weeks for a definitive answer to its proposed MOU. The Postal Service has been unwilling to provide any suitable relief in violation of the parties' National Agreement, including but not limited to Article 9.2.A.1.t and Article 9.2.C.3.b.

Ms. Cathy Perron
June 18, 2020
Page Two

Therefore, the NRLCA's remedial request includes, but is not limited to:

- a. Beginning in Pay Period 06 of 2020, (February 29, 2020) and continuing until the implementation of the next mail count or the implementation of the evaluation determined by the Rural Route Evaluated Compensation System (RRECS), whichever comes first, regular rural carriers shall be compensated according to the provisions in Article 9.2.K. of the Collective Bargaining Agreement. This compensation will be applied retroactively and paid to rural carriers as soon as administratively possible.
- b. Rural carriers shall not be expected or required to use leave in addition to that normally required to meet the route evaluation or guarantee requirements specified in the agreement.
- c. No rural carrier who is on the Relief Day Work List will be precluded from working his/her relief day because of excess work hours directly linked to the above increase in parcel volume.
- d. No rural carrier will be precluded from selecting or maintaining the high option because of excess work hours directly linked to the above increase in parcel volumes.
- e. No rural route will be adjusted because of excess work hours directly linked to the above increase in parcel volumes.

Please contact my office to determine the earliest date for us to discuss this very important issue.

Sincerely,



Ronnie W. Stutts
President
National Rural Letter Carriers' Association

RWS/sws

cc: NRLCA National Officers
NRLCA Legal Counsel
File