



Mr. David Heather  
Director of Labor Relations  
National Rural Letter Carriers'  
Association  
1630 Duke Street  
Alexandria, VA 22314-3467

Re: K15R-4K-C 18326343  
McKenzie  
Cumberland, MD 21502-9998

Dear David:

On several occasions, the most recent being November 14, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns Friday/Saturday rotating relief days in formula offices.

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

Article 9.2.C.5.c. states, "The Employer will not require a single non-Saturday relief day to be assigned to more routes than a Saturday relief day. A Friday/Saturday rotating relief day or any pair of Friday/Saturday rotating relief days equates to one Friday relief day. "

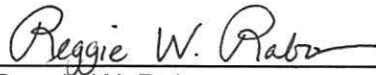
In formula offices, non-Saturday relief days are Monday, Tuesday, Wednesday, Thursday, and Friday, which includes Friday/Saturday. Management determines which non-Saturday relief days will benefit the office. It is advisable that non-Saturday relief days are spread evenly throughout the week.

Additionally, when offering Friday as a relief day, management shall consider offering a Friday/Saturday rotating relief day, either individually or in pairs. In instances when management does not offer a rotating relief day, the carrier may elect that option in lieu of a Friday relief day. Subsequently, management may choose to offer or assign by juniority, another Friday/Saturday rotating relief day in order to create a pair.

The grievant in the instant case will be granted rotating Friday/Saturday relief days within 30 days of the date of this settlement.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case

Time limits were extended by mutual consent.



Reggie W. Rabon  
Labor Relations Specialist  
Contract Administration (NRLCA)

Date: 11/14/19



David Heather  
Director of Labor Relations  
National Rural Letter Carriers'  
Association

Date: 11/14/2019