



Dale A. Holton, President
National Rural Letter Carriers'
Association
1630 Duke Street, 4th Floor
Alexandria, VA 23314-3465

Re: Q95R-4Q-C 99245966
Class Action
Washington, DC 20260-4100

Dear Dale:

The parties recently met in pre-arbitration discussion regarding the above referenced case.

The issue in this case concerns the compensation to rural carriers when being required to make deliveries after returning from the standard street duties (including but not limited to express mail, priority mail, or missorted mail available for delivery after the carrier originally left for street duties).

The parties agree that regular rural carriers and leave replacements (when a leave replacement is compensated based on the evaluation of the regular or auxiliary route served and when actual workhours do not exceed 40 hours per week) will be compensated at two minutes per mile for each mile involved in the additional trip and for actual loading time at the carrier's straight time rate (Article 8.3.A.) when being instructed to make additional deliveries after returning to the office because of mail received after the carrier originally left for street duties. In addition, if the carrier is using his/her personal vehicle, the carrier will receive Equipment Maintenance Allowance (EMA) for each mile over 40 miles for the day that the carrier is required to drive to complete his or her route, including the additional trip.

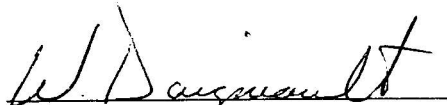
An additional trip performed by a regular rural carrier or substitute rural carrier (Designation 72) during the Christmas period will not be compensable, but the carrier will receive additional EMA as prescribed above. However, a regular rural carrier or a substitute rural carrier (Designation 72) may be entitled to Christmas overtime in accordance with Article 9.2.K of the National Agreement. With the exception of the substitute rural carrier (Designation 72), leave replacements (when compensation is based on the evaluation of the regular or auxiliary route served and when actual workhours do not exceed forty hours per week) will be compensated for performing an additional trip during the Christmas period as prescribed above.

Forms 1314, *Regular Rural Carrier Time Certificate* and 1313-A, *Auxiliary Rural Carrier Time Certificate* will be revised to include reporting time for an additional trip. The parties expect revision of the form and necessary reprogramming to be completed within

one year from the date of this settlement. In the interim, the parties agree that such time will be reported on Form 8127, *Rural Carrier Supplemental Payment*, (and the carrier will be compensated at the national average hourly rate for regular rural carriers) or the current 1314-A, as appropriate.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle the above captioned case and remove it from the pending national arbitration listing.

Sincerely,



William Daigneault
Manager
Contract Administration (NRLCA)

Date: 3/14/05



Dale A. Holton, President
National Rural Letter Carriers'
Association

Date: 3/14/05