



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

Re: Q06R-4Q-C10218691
Class Action
Washington, DC 20260-4100

Dear Mr. Johnson:

The parties met on July 28, 2010 to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

There are two issues in this grievance. The first issue concerns the appropriate adjustment to rural route evaluations and carrier compensation when one or more rural routes are moved from one facility to another, including stations and branches of the same post office. The second issue concerns the proper assignment of rural carriers in those instances when all rural routes are relocated to another post office that may or may not have rural delivery, which is under the control of a different postmaster than the original facility.

During our discussion, we mutually agree that the following will constitute full and complete settlement of this grievance:

The parties agree that when one or more rural routes are moved from one facility to another, a base hour change will be made to adjust the rural route evaluation. The following factors will be reviewed and the corresponding time will be added to or subtracted from the route evaluation, as appropriate:

- Route Mileage
- Time allowance when an employer provided vehicle is assigned to the route.
 - A mileage change to the route and/or required deviation for fueling may affect the time allowance for the employer provided vehicle.
- Withdrawal allowance
 - If the office to which the route(s) is moved currently receives withdrawal allowance, the withdrawal allowance will be added to the relocated route(s).

- If the office to which the route(s) is moved does not currently receive withdrawal allowance, the withdrawal allowance for the relocated route(s) will be subtracted.
- Management may change the withdrawal allowance at a later date in accordance with Handbook M-38, *Management of Rural Delivery Services*, Section 350.
- The time needed, if required, to transport or deliver mail to or collect mail from the original office. This time may be credited using:
 - Locked Pouch Allowance,
 - Dismount and dismount distance along with a regular box, or
 - Column 17, *Other Suitable Allowance*, as appropriate.

Should the results of the base hour change create a high/low option classification for the route; the carrier will not be given the opportunity for a high option election.

The parties further agree that when all rural routes are relocated from one post office to another, which is under the control of a different postmaster, the following will be applicable to the assignment of the rural carriers to the new facility.

The relocation of rural carriers from one post office to another, in these specific situations, is not considered excessing pursuant to the provisions of Article 12 of the USPS/NRLCA National Agreement.

Regular Rural Carriers:

- All regular rural carriers will be reassigned to the new office to the same route they were serving in the original office (the route will be renumbered, if necessary) and seniority will be merged accordingly.
- The Relief Day Work List from the relocated (original) office will also be merged with the list of the new office using the seniority of each regular rural carrier. The selection of the carriers on the list on a rotating basis will continue from the last selection on the list at the office to which the carriers relocated (the "gaining" office).
- If the "gaining" office is an office where the employer has changed the relief day of one or more K routes, there will be a recalculation of the formula upon the addition of rural routes and the relief days will be appropriately reassigned.
- If the "losing" office (the office from which the rural routes are relocated) has changed the relief day of one or more K routes, all routes will revert to a Saturday relief day upon reassignment. Management may, at a later date, determine it is necessary to change the relief days in the office, provided the appropriate criteria are met.
- If there is a reassignment of a part-time flexible (PTF) rural carrier and the gaining office has not changed the relief day of one or more K routes, it will be necessary to calculate the formula in the new office in order to ensure that the PTF is assigned to at least two K routes.

- Any regular rural carrier who has relinquished their route in accordance with MOU #6 of the USPS/NRLCA National Agreement will be reassigned to the new office along with the designated route (numbers 960 – 989).
- The reassignment of all rural routes and rural carriers to another post office will be considered an involuntary reassignment and a carrier may exercise retreat rights to the original office in accordance with Article 12 of the National Agreement. However, the provisions of Article 9.2.M.4. will not be applicable to these reassignments.
- The provisions of Article 12.5.A.2. will be followed when one or more rural routes are subsequently returned to the original office. However, if all rural routes are returned to the original office, the provisions of this settlement will prevail.

Leave Replacements:


- All leave replacements will be reassigned to the new office and “seniority” will be merged accordingly.
- When identifying “the longest period of continuous service in the office” for leave replacements in the new office, the time will include the period of assignment in the original office. However, any time accumulated serving as a rural carrier associate (RCA) in an office prior to the assignment to the office from which the routes are relocated; will not be accrued towards the “longest period of continuous service” when merging “seniority.”
 - Example: An RCA was appointed in Office A on May 12, 2007. On July 31, 2010, the rural routes are relocated from Office A to Office B and the “seniority” of the leave replacements is merged. The leave replacement with the longest period of continuous service in Office B is an RCA appointed on January 5, 2008. The RCA reassigned from Office A was appointed prior to the RCA in Office B and therefore, becomes the leave replacement with the longest period of continuous service in the office.
- Substitutes and rural carrier associates in a leave earning capacity at the time of the route relocation (Designations 74 and 79) will maintain that leave earning status when assigned to the same rural route in the new (gaining) office. There will be no requirement to serve the route for 90 days in order to earn leave benefits.
- The leave replacement assignment list (matrix) for the relocated office(s) will also be merged. Management may then review the list to determine if some movement of qualified leave replacements or additional cross training is necessary.
- The provisions of Article 9.2.M.3. will apply to leave replacements. These carriers will not be considered “newly appointed” in accordance with Article 9.2.M.1.
- If an auxiliary route exists and is relocated from one office to another office when all rural routes are reassigned, the leave replacement designated to

serve the auxiliary route will continue that assignment. The designated leave replacement may not be "bumped" by another leave replacement with a longer period of continuous service in the office to which the route is relocated.

- If there is no leave replacement assigned to serve the auxiliary route that is relocated to the new office, the assignment will be offered in accordance with Article 30.2.G.
- All leave replacements will be provided an opportunity to add their name to the list indicating their desire to work on Sunday.

Time limits were extended by mutual agreement.

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



Cathy M. Perron
Labor Relations Specialist
Contract Administration (NRLCA)



Joey C. Johnson
Director of Labor Relations
National Rural Letter Carriers'
Association

Date: 8-27-2010

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