

LABOR RELATIONS

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April 2, 1999

APR 5 '99

NRLCA

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

Dear Steve,

This letter will confirm our mutual understanding regarding the intent of Article 30.2.C and D of the 1995 National Agreement relative to the availability of the primary leave replacement who has volunteered to cover a route in a neighboring office.

It is our understanding that the intent of the contract provisions is to provide the regular rural carrier with a primary leave replacement for any absences. With this in mind, the parties recognize the needs of offices without a sufficient number of leave replacements, and the desires of some RCAs to increase their work schedule.

Therefore, the parties agree that an RCA may volunteer to cover a route in another office under the following conditions:

1. Management should ask the regular carrier on the RCA's assigned route if he/she intends on using leave on the day(s) in question.
2. If yes, the regular rural carrier should prepare a PS Form 3971 and the RCA will be assigned to their primary route, making them not available for the neighboring office.
3. If no, the RCA may be loaned to the other office for the day(s) in question and will be unavailable to replace the regular carrier in their home office for scheduled leave.

Should there be any questions regarding the foregoing, please contact Andrea Wilson at (202) 268-3818.

Sincerely,

A handwritten signature in black ink, appearing to read "Charles E. Baker".

Charles E. Baker
Acting Manager
Contract Administration (NALC/NRLCA)

Concurrence:

A handwritten signature in black ink, appearing to read "Steven R. Smith".

Steven R. Smith
President
National Rural Letter
Carriers' Association