



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

Re: F06R-4F-C 11289402
Joan Anderson
Victorville, CA 92392-9998

Dear David:

On several occasions, the most recent being February 21, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The above grievance concerns compensation for employees who appear as witnesses at arbitration hearings during regular work hours.

After reviewing this matter, the parties mutually agreed no national interpretive issue is fairly presented in this case.

The parties agree that Article 15.5.D specifies that employee witnesses shall be on employer time when appearing at a hearing, provided the time spent as a witness is part of the employee's regular working hours. Normally, rural carriers in a work status will perform their daily duties until their testimony is needed.

Based on the fact circumstances in the instant case, no further action is needed.

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

Time limits were extended by mutual consent.


Joseph L. Thompson
Labor Relations Specialist
Contract Administration (NRLCA)

Date: 02-28-2019


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

Date: 2/28/19