



June 7, 2018

Donald L Maston
Executive Committeeman
RURAL CARRIERS
PO BOX 6180
LOS OSOS CA 93412-6180

E15R-4E-C 18202277
WES061118C15WES CLASS ACTION
Western Area CO

Dear Don:

Pursuant to the terms and obligations set forth in Article 15 of the National Agreement, we met to discuss the above-referenced case at Step 3 of the grievance procedure.

The issue in this grievance is: did the Service violate the National Agreement by requiring rural carriers to maintain a satchel with them at all times while delivering mail outside of their vehicle?

As a result of our meeting we agreed to settle the above referenced case as follows:

In accordance with Step 4 F00R-4F-C 06007522 the parties agree that management may require rural carriers to carry satchels for safety purposes when making deliveries outside of their vehicles. Carriers who are so instructed will be given credit in Column 17 (actual time) for each instance for the time to pick up the satchel in the vehicle, place it on their shoulder, remove it from their shoulder and return it to its place in the vehicle if these activities occur. If conditions require a special trip to be made into the office to obtain and return the satchel, additional credit would be warranted.

To determine the compensation a 2-week (12-day) study of all individual carriers required to utilize satchels per the directive will be conducted. The additional time will be reflected as a base hour change to the carrier's routes. The results will be effective retroactively to when the directive was implemented by individual office or carrier.

Sincerely,

A handwritten signature in black ink that reads "Rick Borsick".

Rick Borsick
Labor Relations Specialist

A handwritten signature in black ink that reads "Don L Maston".

Donald L. Maston
Executive Committeeman