

LABOR RELATIONS



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MAY 8 '98

NRLCA

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

Re: 195R-4I-C 96062191
Agnes Santhuff
Arnold, MO 63010

195R-4I-C 96062192
Tina Pendergrass
Arnold, MO 63010

Dear Mr. Smith:

On May 1, 1998, the parties entered pre-arbitration discussion of the above-referenced cases.

The issue in these cases is whether management had the right to adjust routes that were not in an overburdened status to advance collection mail for an early dispatch.

During our discussion, we mutually agreed that the following will constitute full and complete settlement of these cases:

The parties agree that the adjustment of the two subject routes in these cases did not meet the adjustment policy as found in Part 823.1 of the Methods Handbook, M-38, Management of Rural Delivery Services. While adjusting a route to meet a primary collection dispatch may be appropriate due to operational needs, the routes in question did not require adjustments to consistently meet the earlier dispatch. In addition, management has the ability to level workload given to each route on heavy volume days to ensure a more even flow of mail to the carrier and ensure a more consistent leaving and return time.

This settlement does not conflict with management's right to adjust or consolidate routes in accordance with the provisions in Article 9 and 12 in the National Agreement.

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



Sherry A. Cagnoli
Manager
Contract Administration
(NALC/NRLCA)
Labor Relations



Steve R. Smith
President
National Rural Letter Carriers'
Association