



September 22, 2008

Don Cantriel, President
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3467

Dear Don:

This letter will confirm our mutual understanding regarding Article 30.2.E.1. as it relates to the Memorandum of Understanding (MOU) concerning Delivery Point Sequencing (DPS) Flats Impact, signed on July 28, 2008.

Article 30.2.E.1. provides that if a vacancy in the leave replacement ranks continues to exist after it has been initially offered to qualified substitutes, rural carrier associates (RCAs) and rural carrier relief employees (RCRs), and the route has been substantially changed (i.e., classification, relief day, or assignment of vehicle), the assignment shall be offered again to qualified carriers.

The parties agree that when a residual route is not awarded in accordance with the July 28, 2008 MOU, either in an office where DPS flats are scheduled for implementation or in an office within 50 miles of an office scheduled for implementation, and there is an existing leave replacement vacancy on the residual route; that leave replacement vacancy will be offered to all qualified substitutes, RCAs, and RCRs in the office in the order of the longest period of continuous service in the office, without regard to classification.

Withholding of a residual route will be considered a "substantial change" to the route as provided in Article 30.2.E.1., only during the period in which the DPS Flats Impact MOU is in effect.

Please sign below indicating that the above accurately reflects our mutual understanding on this issue.

Sincerely,

Handwritten signature of William Daigneault in black ink.

William Daigneault
Manager
Contract Administration (NRLCA)

Concurrence:

Handwritten signature of Don Cantriel in black ink.

Don Cantriel, President
National Rural Letter Carriers'
Association