



**Donnie Pitts, President
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3467**

**Re: Q95R-4Q-C02101253
Q95R-4Q-C02101267
Washington, DC 20260-4101**

Dear Donnie:

The parties recently met regarding the above referenced cases, which were decided by Arbitrator Eischen on May 15, 2006. Arbitrator Eischen submitted a supplemental award on June 15, 2007.

In his supplemental award, Arbitrator Eischen stated that the parties remained free to negotiate and agree upon any alternative remedies, which they find mutually acceptable, in lieu of the remedy directed by him. As a result, the parties have decided to resolve fully and completely the above referenced cases (Q95R-4Q-C02101531 & Q95R-4Q-C02101267), as well as the cases identified below, with lump sum payments (with normal deductions) as follows:

Each career (regular and PTF) rural carrier on the rolls as of May 4, 2002 will be paid \$300.

Each non-career (substitute, rural carrier relief, auxiliary rural carrier and rural carrier associate) bargaining unit rural carrier on the rolls as of May 4, 2002 will be paid \$75.

Each career (regular and PTF) rural carrier on the rolls as of April 19, 2003 will be paid \$120.

Each non-career (substitute, rural carrier relief, auxiliary rural carrier and rural carrier associate) bargaining unit rural carrier on the rolls as of April 19, 2003 will be paid \$30.

Each career (regular and PTF) rural carrier on the rolls as of April 17, 2004 will be paid \$120.

Each non-career (substitute, rural carrier relief, auxiliary rural carrier and rural carrier associate) bargaining unit rural carrier on the rolls as of April 17, 2004 will be paid \$30.

Each career (regular and PTF) rural carrier on the rolls as of April 16, 2005 will be paid \$120.

Each non-career (substitute, rural carrier relief, auxiliary rural carrier and rural carrier associate) bargaining unit rural carrier on the rolls as of April 16, 2005 will be paid \$30.

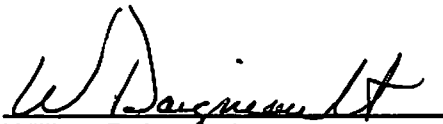
Each career (regular and PTF) rural carrier on the rolls as of April 15, 2006 will be paid \$120.

Each non-career (substitute, rural carrier relief, auxiliary rural carrier and rural carrier associate) bargaining unit rural carrier on the rolls as of April 15, 2006 will be paid \$30.

Please sign and return the enclosed copy of this letter as your acknowledgment of this agreement and that its terms provide full and complete settlement of any and all issues that were raised or could have been raised in the above referenced cases, as well as in the following cases:

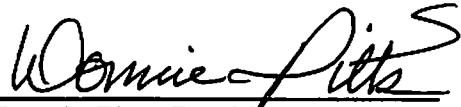
Q00R-4Q-C03003325, Q00R-4Q-C03089245, Q00R-4Q-C04004259,
Q00R-4Q-C04088307, Q00R-4Q-C05004865, Q00R-4Q-C05066623,
Q00R-4Q-C06001845, Q00R-4Q-C06081930, Q00R-4Q-C07012097,
Q00R-4Q-C08008776.

Sincerely,



William Daigneault
Manager
Contract Administration (NRLCA)

Date: 12/14/07



Donnie Pitts, President
National Rural Letter Carriers'
Association

Date: 12-14-07