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NRLCA

March 19, 2001

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

Dear Steve,

This is to confirm and follow-up on our recent discussion concerning Family and Medical Leave Act (FMLA) and its application to rural carriers.

Our conversation specifically concerned Article 10 of the National Agreement, which requires regular rural carriers to take leave in full-day increments. We agreed that rural carriers are required to take leave for the entire day, even when a condition only causes a need for a partial day of absence. In accordance with *Time and Attendance Handbook F-21*, Section 581.18, only the hours of absence caused by the FMLA certified condition will be deducted from the employee's 12 weeks of FMLA entitlement.

If you have any questions concerning this matter, feel free to contact Bill Daigneault at (202) 268-5125.

Sincerely,

A handwritten signature in cursive script that reads "Andrea B. Wilson".

Andrea B. Wilson
Manager
Contract Administration (NRLCA/NPMHU)