



UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260

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DEC 27 '80

NRLCA

DEC 26 1980

Mr. Dallas N. Fields
Director of Labor Relations
National Rural Letter Carriers'
Association
1750 Pennsylvania Avenue, N. W.
Washington, D. C. 20006

Re: NRLCA - Local
Blytheville, AR
R8-S-0090/S8R3FC14148

Dear Mr. Fields:

Set forth below is the complete settlement of the above-referenced grievance as expressed at a pre-arbitration meeting on December 22, 1980. This settlement is without precedent and without prejudice to the position of either party, it may not be cited by either party in any future grievance, hearing, arbitration or for any other purpose.

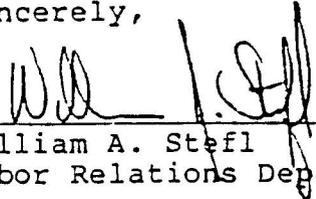
In complete settlement of the issues contained in the above-referenced grievance.

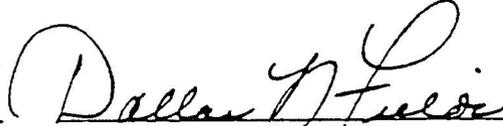
The Postmaster at Blytheville will assure the rural letter carriers that they will not be required to file a request for leave, Form 3971, a minimum of 24 hours prior to the date of the absence as a condition of leave. Article 10, Section 2a of the 1978 USPS-NRLCA National Agreements specifies the requirements for substitute availability and the attendant rural carrier responsibility in the requesting of annual leave.

Based upon this assurance, the attendance policy in question will not violate the privileges of rural carrier employees.

Please sign the attached copy of this letter as your acknowledgment of the agreed to settlement.

Sincerely,


William A. Stefl
Labor Relations Department


Dallas N. Fields
Director of Labor Relations
National Rural Letter
Carriers' Association