



# NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

Suite 1204, 1750 Pennsylvania Avenue, N.W.

Washington, D.C. 20006

Telephone (202) 393-5840

DEAN KING, *President*

LELAND R. SORTEBERG, *Vice President*

OLIN F. ARMENTROUT, *Secretary-Treasurer*

WILBUR S. WOOD, *Director of Labor Relations*

Executive Committee

TOM W. GRIFFITH, *Chairman*

P.O. Box 904

Eaton, Colorado 80615

PAUL J. MOELLER

8315 St. Rt. 119

Maria Stein, Ohio 45860

JONAS J. WALMER

P.O. Box 287

Grantville, Pennsylvania 17028

DALLAS N. FIELDS

P.O. Box 117

Carlton, Georgia 30627

July 8, 1980

TO: NATIONAL OFFICERS, STATE STEWARDS AND  
ASSISTANT STATE STEWARDS

FROM: WILBUR S. WOOD, DIRECTOR OF LABOR RELATIONS

The enclosed settlement is furnished to you for your information. This settlement is in regards to the long-standing question of the assignment of substitutes. If you remember, in the Postal Bulletin of January 24, 1980, the Postal Service took the position that substitutes were assigned to offices and not to routes. This case was scheduled to be arbitrated on July 9 and last week William J. Henderson and I agreed to this pre-arbitration settlement.

The notice will appear in the Postal Bulletin supposedly the week of July 14.

We are sorry for the time and trouble we caused you State Stewards in gathering information in preparation for this arbitration case. However, at that time we had made several attempts to resolve the issue without any results. Your National Officers feel that this settlement obtains the desired results and was much better than trusting the subject to an outside arbitrator.

With kindest personal regards.

Sincerely,

*Wilbur S. Wood*

Wilbur S. Wood

Director of Labor Relations

WSW:njm

This is to amend Postal Bulletin #21229, dated January 24, 1980. Postmasters are instructed to designate non-probationary substitute rural carriers for all regular rural routes within their office. Such designation will be on PS form 4240. Consistent with the terms of the National Agreement, a substitute may be appointed to one(1) but not more than three(3) routes. Except under unusual circumstances, substitute rural carriers should work the annual leave, sick leave, relief day and cover for extended absences or vacancies on the route to which they have been assigned. Where more than one(1) substitute has been trained for a route, first opportunity should go to the substitute who normally works the route; i.e., substitute designated by the postmaster for the route. If the regular substitute is not available, the postmaster should select another substitute in the office who is qualified. The assignment of substitutes up to three(3) routes in no way relieves the regular carrier of leave planning as outlined in Article 10, Subsection 2a of the National Agreement.