



Mr. Dale A. Holton
President
National Rural Letter Carriers'
Association
1630 Duke Street, 4th Floor
Alexandria, VA 23314-3465

Re: H95R-4H-C 02094291
N. Abercrombie
Douglasville, GA 30135-9998

Dear Dale:

The parties recently met in pre-arbitration discussion regarding the above referenced case.

The issue in this grievance is whether management is obligated to consult with the regular rural carrier to determine whether the carrier plans on taking leave prior to assigning the primary leave replacement on that carrier's route to another route in the office.

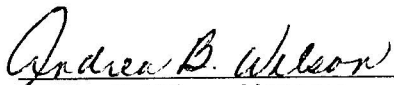
During our discussion, we mutually agreed that the following will constitute full and complete settlement of this grievance:

The parties agree that it is not practical, in every office or situation, to confer with the regular rural carrier prior to assigning the primary leave replacement on that carrier's route to another route. Additionally, there is no contractual requirement for such consultation.

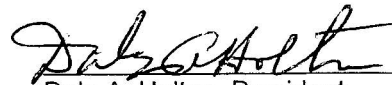
Nevertheless, the parties agree that the practice of conferring with the regular rural carrier before assigning his/her route's primary leave replacement to another route, where practical, is generally advantageous to the local parties. Such practice should assist in improving the workplace environment.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle the above captioned case and remove it from the pending national arbitration listing.

Sincerely,


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

Date: 5/24/04


Dale A. Holton, President
National Rural Letter Carriers'
Association

Date: 5/24/04