



June 30, 2005

Mr. Dale A. Holton  
President  
National Rural Letter Carriers'  
Association  
1630 Duke Street, 4th Floor  
Alexandria, VA 22314-3465

Dear Dale:

This letter will confirm our mutual understanding regarding the options available to management when a vacant part-time flexible rural carrier assignment still exists after posting the vacancy for all part-time flexible rural carriers, substitutes, and non-probationary RCAs in the district in accordance with Article 30.2.A.3.d. of the 2000 National Agreement.

It is our understanding that, if the part-time flexible rural carrier assignment was not filled as a result of the district wide posting referenced above, management may fill the assignment in accordance with Section 72 of Handbook EL-312, Employment and Placement. This includes, but is not limited to, the reassignment of a qualified regular rural carrier, part-time flexible rural carriers, substitutes, or RCAs.

Please sign below indicating agreement that the above accurately reflects our mutual understanding on this issue.

Sincerely,

A handwritten signature in cursive script, appearing to read "William Daigneault".

William Daigneault  
Manager  
Contract Administration (NRLCA)

Concurrence:

A handwritten signature in cursive script, appearing to read "Dale A. Holton".

Dale A. Holton  
President  
National Rural Letter Carriers'  
Association