



Mr. David Heather
Director of Labor Relations
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3465

Re: J06R-4J-C13046230
Hatlevig
Madison, WI 53711-9998

Dear David:

On several occasions, the most recent being November 8, 2018, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns whether part-time flexible (PTF) rural carriers may be bypassed to avoid the payment of overtime.

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

In 1999, the PTF rural carrier position was established to provide additional flexibility in the work force and replacement coverage for regular rural carriers. The parties agreed that PTF rural carriers could be scheduled as determined by management. The parties further agreed a PTF rural carrier would be entitled to be compensated for the weekly number of hours, based upon the daily evaluation of the assigned routes; regardless of which route assignments or additional duties were worked.

Article 30.2.O states in part;

A part-time flexible rural carrier is only entitled, on a weekly basis, to a combination of leave and evaluated hours equal to the total of one day's evaluation of each of the assigned primary routes.

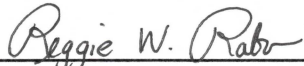
A PTF rural carrier should be scheduled on their string assignment, if such assignment would not result in exceeding 40 hours at the end of the work week.

The decision of whether the proposed assignment will exceed 40 hours is made by calculating the following:

- the actual work hours for the week
- the number of hours scheduled to work the remainder of the week
- the number of work hours of the proposed assignment

Please sign and return the enclosed copy of this letter as your acknowledgement of agreement to settle this case.

Time limits were extended by mutual consent.



Reggie W. Rabon
Labor Relations Specialist
Contract Administration (NRLCA)



David Heather
Director of Labor Relations
National Rural Letter Carriers'
Association

Date: 11/15/18

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