



April 6, 1999

Mr. Steven R. Smith  
President  
National Rural Letter  
Carriers' Association  
1630 Duke Street, 4<sup>th</sup> Floor  
Alexandria, VA 22314-3465

Dear Steve,

This letter will confirm our mutual understanding regarding the intent of the Memorandum of Understanding (MOU) in our 1995 National Agreement which provides the opportunity for a regular rural carrier to resign and then be appointed as an RCA when relocation is required because of a spouse's relocation or a personal hardship.

It is our understanding that the MOU was limited to providing those regular rural carriers an opportunity to be appointed as an RCA without requiring the use of a hiring register. Previously, the regular rural carrier had been required to resign and follow normal hiring procedures to return as an RCA.

During our negotiations discussion, we agreed that this MOU would not provide any additional entitlements to these former regular rural carriers. We agreed that they would be entitled to only those benefits provided newly appointed RCAs.

Therefore, the parties agree that the appropriate wage schedule for newly appointed RCAs pursuant to this MOU is Schedule 1, which applies to RCAs hired beginning August 24, 1991. Currently, that schedule is found in the 1995 National Agreement on page 122. Additionally, these newly appointed RCAs will not be required to serve a new probationary period.

Should there be any questions regarding the foregoing, please contact Andrea Wilson at (202) 268-3818.

Sincerely,

A handwritten signature in black ink, appearing to read "C. Baker", written over a horizontal line.

Charles E. Baker  
Acting Manager  
Contract Administration (NALC/NRLCA)

Concurrence:

A handwritten signature in black ink, appearing to read "Steven R. Smith", written over a horizontal line.

Steven R. Smith  
President  
National Rural Letter  
Carriers' Association