



Mr. David Heather
Director of Labor Relations
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3467

Re: E06R-4E-C 13052545
Class Action
Riverton, UT 84095-9998

Dear David:

On several occasions, the most recent being February 21, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns the reassignment of relief days in a formula office, to include those situations when a route changes classification from a J to a K route.

After reviewing this matter, the parties mutually agreed no national interpretive issue is fairly presented in this case.

Once an office has implemented the formula, there are only two situations which may prompt changes to relief days. The first situation involves a recalculation of the formula which will be conducted when the following circumstances occur in a formula office:

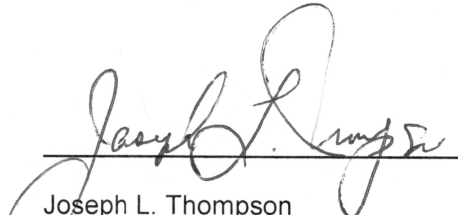
- A change in the number of regular routes authorized a relief day in the office.
- A change in the number of auxiliary routes in the office.
- A change in the number of available leave replacements in the office.

The recalculation will determine if carriers with non-Saturday relief days must be offered the opportunity to return to a Saturday relief day, or if management may assign additional non-Saturday relief days. Any relief day reassignments shall be made in accordance with Article 9.2.C.5. If the formula recalculation results in the availability of additional Saturday relief days, the reassignment back to Saturday must be completed within 30 days.

The second situation which may prompt a change in relief days occurs when the number of non-Saturday relief days was not maximized when the formula was initially implemented. Management may reassign these relief days at any time in accordance with Article 9.2.C.5. The carrier must receive notice of the change no later than the Saturday of the service week preceding the effective week of the change.


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

Time limits were extended by mutual consent.



Joseph L. Thompson
Labor Relations Specialist
Contract Administration (NRLCA)

Date: 3/07/19



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

Date: 3/7/19