



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

Re: E06R-4E-C09288606
Class Action
Marysville, WA 98271-9998

Dear Joey:

On March 10, 2015, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns whether a rural carrier is required to wear the shoulder belt between curbside mailboxes when completing mail delivery from a right-hand drive (RHD) vehicle.

After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case. Handbook PO-603, section 171.51b(1) states in part, "Carriers driving RHD vehicles equipped with both shoulder and lap belts may disengage the shoulder belt only in those situations when the shoulder belt prevents their ability to deliver or collect mail from curbside mailboxes. The lap belt must be worn at all times the vehicle is being operated."

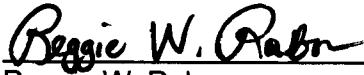
The parties agree rural carriers are not expected to continually unfasten and fasten the shoulder belt when traveling between mailboxes in situations when the shoulder belt prevents their ability to deliver or collect mail. In these situations, the safety conditions listed below should be considered before making a determination to leave the shoulder belt disengaged:

- Distance between stops
- Traffic density and weather conditions
- Road design characteristics, such as number of intersections traversed, road shoulder width, and surface conditions
- Other factors affecting safety such as the speed limit

It is important to stress, under no circumstances are rural carriers to operate an RHD vehicle without the lap belt securely fastened.

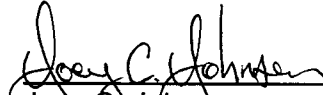
Please sign and return the enclosed copy of this letter as your acknowledgment to settle this case and remand to the parties at Step 2 for further processing as necessary.

Time limits were extended by mutual consent.



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

Date: 3/16/15



Joey C. Johnson
Director of Labor Relations
National Rural Letter Carriers'
Association

Date: 3-16-2015