LABOR RELATIONS

UNITED STATES
POSTAL SERVICE

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

Re: J10E-4J-C 15117358
Myers
McHenry, Il 60050-9998

Dear Joey:

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

The issue in this grievance concerns bypassing an RCA to work on a rural route when scheduling day-to-day.

After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case. Pre-arbitration agreement, G00R-4Q-C 02139495, addresses the entitlements of leave replacements when scheduling day-to-day replacement coverage on a regular route.

The parties specifically agreed when a leave replacement is being scheduled day-to-day, management may bypass a substitute, RCA, or RCR when making assignments other than their primary route, if such assignment would result in the leave replacement 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

If the total number of work hours is more than forty (40), the employee is bypassed and the assignment is made in accordance with Article 30.2.D.

Accordingly, we agree to remand the case to the parties at Step 3 to determine whether assignments were made properly, and if not, the appropriate remedy.

Time limits were extended by mutual consent.

Sincerely,

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

Date: 2/12/18

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

Date: 2/12/2018

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