



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

Re: Q15R-4Q-C 18112722
Class Action
Washington, DC 20260-4100

Dear David:

On several occasions, the most recent being February 25, 2019, the parties discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns rural carriers utilizing the load truck feature when loading an Employer provided vehicle.

After reviewing this matter, we mutually agree that no national interpretive issue is fairly presented in this case. Handbook PO-603, section 223.23, is instructive regarding how rural carriers handle parcels that do not fit in the case separations. Specifically, a letter may be reversed or some other method may be used to alert carriers there is a parcel that cannot be cased for that address.

The parties agree that management may require rural craft employees who are being compensated hourly to use the load truck feature.

This settlement should be applied to grievances that are currently being held pending the outcome of this dispute. If there are any remaining contractual issues that are not resolved, the local parties should continue to process in accordance with the grievance/arbitration procedures.

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.

A handwritten signature in blue ink that reads "Reggie W. Rabon".

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

A handwritten signature in blue ink that reads "David Heather".

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

Date: 2/28/19

Date: 2/28/19

KEVIN L. McADAMS
VICE PRESIDENT, DELIVERY OPERATIONS



February 16, 2018

AREA VICE PRESIDENTS
MANAGERS, OPERATIONS SUPPORT (AREA)
MANAGERS, DELIVERY PROGRAMS SUPPORT (AREA)

SUBJECT: National Rural Mail Count – Clarification

Headquarters Delivery Operations continues to receive inquiries regarding the Carrier Vehicle Loading SOP issued in November 2017, as well as requirements for carriers to perform acceptance scans on items picked up by the rural carrier.

The Carrier Vehicle Loading SOP is primarily intended to streamline loading procedures for city letter carriers. **Managers should be providing instructions for rural carrier work methods based on current handbooks and manuals. Section 223.23 of Handbook PO-603, Rural Carrier Duties and Responsibilities states:**

223.23 Flats and Odd-Size Pieces

Case flat mail and odd-size pieces.....Place parcels or odd-size pieces that do not fit in the separations on the case ledge and sort into sequence of delivery. A letter may be reversed in the proper separation, or some other method may be used, to alert you that there is a parcel or odd-size article that cannot be cased for that address.

There have also been several inquiries regarding acceptance scanning. PUB 399 is clear regarding acceptance scans; carriers are not required to scan each piece if there are six (6) or more pieces. If customers have requested and been provided acceptance scans on each individual piece, the carrier should continue to scan each piece and credit will be provided during the mail count period.

The Postal Service should be focused on providing quality customer service. We must also ensure the mail count is a fair and accurate representation of work performed by rural carriers during the two week mail count period, February 24 through March 9, 2018.

Please ensure your respective rural delivery offices receive this information.

A handwritten signature in black ink, appearing to read "Kevin L. McAdams".

Kevin L. McAdams

cc: Jim Boldt
Aaron Lawson
Jennifer Vo



February 28, 2018

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

Dear Joey:

This is in response to a question raised in your January 13 correspondence concerning the Carrier Vehicle Loading Initiative. Notice of the initiative was sent to the union on October 27, 2017.

We have restated your question and provided a response below.

1. If a rural carrier voluntarily utilizes the vehicle loading initiative during the upcoming February/March 2018 mail count when loading their vehicle, will the time it takes to scan and place the parcels in the location designated be included in the load time? The Union's position is this time should be included in the loading time.

RESPONSE: The scanning of each parcel using the load truck feature on the Mobile Delivery Device (MDD) will be included in the load time. However, since load time is actual time there will be no additional scan credit (column 15) for scanning each parcel.

Please contact Janet Peterson at extension 5127 if you have questions concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan S. Moore".

Alan S. Moore
Manager
Labor Relations Policies and Programs