



Dale A. Holton, President
National Rural Letter Carriers'
Association
1630 Duke Street, 4th Floor
Alexandria, VA 23314-3465

Re: GOOR-4Q-C 02139495
Blankenship
Willis, TX 77378-9998

Dear Dale:

The parties recently met in pre-arbitration discussion regarding the above-referenced case.

The issue in this case is whether management may utilize a temporary relief carrier (TRC) to avoid using a substitute, rural carrier associate (RCA) or rural carrier relief (RCR) leave replacement on overtime, when an employee is needed to cover a regular route on a day-by-day basis.

The parties agree that management may choose to utilize a TRC on an assignment when such assignment would have resulted in compensation at the overtime rate for a substitute, RCA or RCR leave replacement, provided the assignments are in accordance with Article 30.2.D of the National Agreement. Specifically:

1. When a leave replacement is needed on a day-by-day basis, if the primary substitute, RCA or RCR leave replacement is available they must be scheduled, even if the hours worked on the primary assignment would result in compensation at the overtime rate.
2. When the primary leave replacement is not available, management may assign a part-time flexible (PTF) before using the second or third employee on the matrix.
3. If the primary leave replacement is unavailable, no PTF is assigned, and the second and third leave replacement on the matrix are unavailable or if assigning them would result in compensation at the overtime rate, management may assign the route to other qualified substitutes, RCA or RCR employees in the delivery unit.
4. If other qualified substitutes, RCAs, or RCRs in the delivery unit are unavailable, or if assigning them would result in compensation at the overtime rate, management may assign any other leave replacement, including a TRC, prior to selecting a regular rural carrier to work in accordance with Article 8 Section 5.

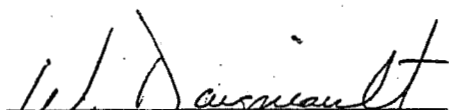
It is further agreed that management may bypass a substitute, RCA or RCR when making assignments to routes other than their primary route, if such assignment would result in the leave replacement exceeding 40 hours at the end of the work week. Therefore, if the

substitute, RCA or RCR has worked 28 hours as of Wednesday and is scheduled to work their primary route on Friday, management may bypass the leave replacement for any assignment on Thursday (e.g., second or third on the matrix) except the primary route.

The parties agree that this settlement does not address or change any previous agreements regarding scheduling of leave replacements to cover a regular route on a weekly basis, or to cover auxiliary routes. The parties agree that the provisions of this settlement are effective upon receipt and do not grant back pay claims for such employees previously affected.

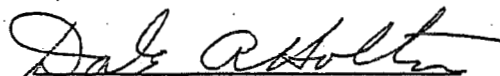
Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle the above captioned case and remove it from the pending national arbitration listing.

Sincerely,



William Daigneault
Manager
Contract Administration (NRLCA)

Date: 3/14/05



Dale A. Holton, President
National Rural Letter Carriers'
Association

Date: 3/14/05