



February 21, 2008

Donnie Pitts, President
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3467

Dear Donnie:

This letter will confirm our mutual understanding regarding the application of the December 7, 2007 national grievance settlement, Q00R-4Q-C 08030088 concerning the standard allowance for the duties associated with the carrier pickup program and whether the carrier assigned to the route is entitled to perform these duties and also, whether the route will receive the applicable credit during a mail count.

The settlement provides a standard allowance of 90 seconds for each carrier pickup request completed during the mail count and 9 seconds for each carrier pickup item received (Express Mail, Priority Mail or International Mail); to be effective with the 2008 national mail count.

The parties agree that the carrier assigned to the route is entitled to perform carrier pickup duties and the route will receive the applicable credit during a mail count provided: the carrier's vehicle can accommodate the carrier pickup items to be collected without deviation from the route's line of travel, including second trip, and the carrier is able to meet the dispatch of value.

The parties recognize that there may be situations where it is more reasonable to utilize a leave replacement to complete the carrier pickup request rather than the carrier assigned to the route where the delivery address for the request is located. If it is anticipated that the carrier assigned to the route will be required to deviate from the line of travel or required to make a second trip in order to complete the carrier pickup; management may designate a leave replacement to complete the duties associated with that carrier pickup request. Management may also utilize a leave replacement for these duties if completion of the carrier pickup request will cause the assigned carrier to be unable to meet the dispatch of value.

In those instances indicated above, management will determine whether the carrier assigned to the route or a leave replacement will complete the duties associated with the

carrier pickup request. Further, in unusual circumstances where carrier pickup volume is extremely large or either the rural carrier assigned to the route or any available leave replacement will be unable to meet the dispatch of value; management may seek alternate means to complete the pickup.

When it is determined by management that the assigned carrier will complete the carrier pickup request and this will cause the carrier to deviate from the line of travel or make a second trip, the carrier will receive additional compensation as outlined in the pre-arbitration settlement #C95R-4C-C 98023318 dated March 14, 2005. In the alternative, if these situations are of a recurring nature, management may elect to include credit for any necessary deviation(s) or second trip(s) required to complete the carrier pickup request(s) in the evaluation of the route during a mail count, rather than utilizing the aforementioned method of compensation.

Management's decision to utilize the assigned carrier or a leave replacement to complete the carrier pickup request will not be influenced by the event's occurrence during a mail count. If the carrier pickup request is completed by the carrier assigned to the route during a mail count, the route will be appropriately credited pursuant to the December 7, 2007 settlement (referenced above) and compensated separately for any required deviation from the line of travel or second trip. If management's decision is to utilize the carrier assigned to the route during a mail count and for any reason the assigned carrier cannot complete the carrier pickup request in its entirety; only those carrier pickup items handled by the assigned carrier will be credited to the route. If the carrier pickup request is completed by a leave replacement rather than the carrier assigned to the route during a mail count, the route will receive no credit for the carrier pickup event and the leave replacement will be compensated in accordance with Article 30.2.Q of the National Agreement.

Sincerely,



William Daigneault
Manager
Contract Administration (NRLCA)

Concurrence:



Donnie Pitts, President
National Rural Letter Carriers' Association

Date: 2-21-08