



Mr. Gus Baffa  
Director of Labor Relations  
National Rural Letter Carriers'  
Association  
1630 Duke Street, 4th Floor  
Alexandria, VA 22314-3465

Re: E95R-4E-C 97100186  
K. Jackson  
Scottsdale, AZ 85251-9998

Dear Mr. Baffa:

On several occasions, the most recent being December 12, 1997, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

This grievance concerns the meaning of Article 30.2.H, Relief Day on Vacant J and K Routes. This provides management the right to require RCAs to take a relief day if serving full-time on a J or K route. The issue in this grievance is whether the RCA was serving the K route full-time.

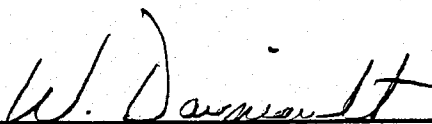
During our discussion, we mutually agreed that the following will constitute full and complete settlement of this grievance:

In accordance with prearbitration settlement H7R-4J-C 35693, if the leave replacement is serving full-time (the entire work week) on the assigned regular route and the route is a J or K route, management can require that the carrier take a relief day.

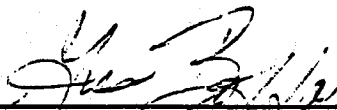
In this case, the RCA was not serving on the assigned regular route the entire work week and therefore should not have been required to take a relief day. The grievant will be compensated one day's evaluation for route 20 at the May 1, 1997 rate.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case.

Sincerely,



William Daigneault  
Contract Administration  
(NALC/NRLCA)  
Labor Relations



Gus Baffa  
Director of Labor Relations  
National Rural Letter Carriers'  
Association

Date: 3-12-98