



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

Re: Q00R-4Q-C 08138993
CLASS ACTION
Washington, DC 20260-4101

Dear Joey:

On several occasions, the most recent being March 10, 2009, we discussed the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns the 2008 national mail count. Specifically, the processing of requested in-home dated mailings and the application of Article 30.1.A of the National Agreement, which states, "During any mail count, the Employer shall make every effort to insure that mail is processed as usual."

On a non-precedential basis, the parties agreed to treat the issue in this grievance as a national level grievance.

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

There was a significant drop in overall mail volume between the 2006 and 2008 national rural mail counts, which affected the evaluations of rural routes nationwide. The parties agree that the mail flow conditions that exist during the mail count period are normally in effect the rest of the year. Mail should not be processed differently due to a mail count. We believe the April 7, 1999, Postal Service Memorandum (enclosed) provides meaningful guidance to everyone involved in mail counts. The Memorandum stresses the importance of the integrity of the mail count and addresses concerns about management or craft attempting to influence the results of the mail count by decreasing or increasing mail volume.

This grievance raised concerns associated with mailings bearing requested in-home delivery dates being received on the route for delivery outside of the requested in-home delivery dates. The parties found that a small percentage of these mailings are

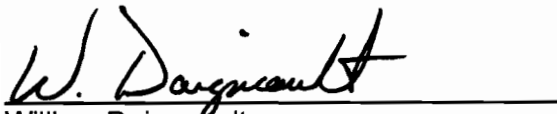
processed for delivery earlier and later than the requested in-home delivery dates throughout the year for various reasons. There is insufficient evidence to suggest these mailings were processed differently during the 2008 national mail count.

The fact that mail with requested in-home delivery dates was received for delivery before or after the requested delivery dates does not assume the mail was not processed as usual. There are a number of factors which may be relevant to the date these mailings are received for delivery. Examples of these factors include, the date the standard mailings were entered at processing centers, the date these mailings are entered at destination delivery units, and whether the mailings were processed on Postal Service automated equipment. Nevertheless, Postal Service policy requires management at delivery units to continue to make efforts to honor saturation flat mail in-home delivery dates entered at the destination delivery unit.

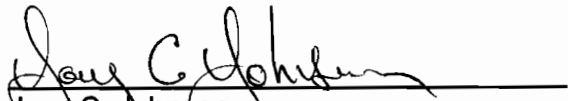
The parties reviewed many local situations to determine whether an even flow of mail was provided during the mail count based on individual circumstances. All mail flow or mail volume issues in grievances related to the 2008 national mail count are considered resolved with this settlement with the exception of a limited number of local grievances/ issues that have been resolved by the parties signatory to this settlement by application of the principles of this settlement. Timely grievances held in abeyance pending the outcome of this national grievance that involves mail count issues, other than mail flow or mail volume, should be reactivated.

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

Sincerely,



William Daigneault
Manager
Contract Administration (NRLCA)



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

Date: 3/11/09

Enclosure



April 7, 1999

MANAGERS, DELIVERY PROGRAM SUPPORT (AREA)
MANAGERS, OPERATIONS PROGRAM SUPPORT (DISTRICT)

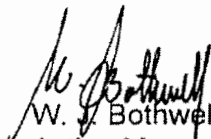
SUBJECT: Influencing Mail Count

It has come to the attention of this office that, in some instances, efforts have been made to unduly influence rural mail count volume. No one should attempt to influence mailers to avoid mailing during mail count periods or to send out special mailings specifically during mail count periods.

This issue, while originally brought forward through the grievance process, is applicable to both management and craft. Postmasters and supervisors should not influence customers to change their mailing dates solely for the purpose of affecting the results of the mail count. While personal gains are not realized by postmasters and supervisors, and customers ultimately decide when to mail, influence from interested parties may have the appearance of affecting the integrity of the count.

Conversely, carriers should not attempt to coerce mailers to send out mailings specifically during a mail count period or have friends or relatives send mailings to addresses on their routes or to themselves (if they live on their route). This type of influencing does realize a personal gain and would most definitely have the appearance of affecting the integrity of the count.

The count period is established to be a period where the parties can expect normal mail volume flow affected only by the mailers and our customers. The mission of the Postal Service with respect to a normal rural mail count is to count, case, and deliver the mail, not add to or take away from the volume by contrived schemes.


W. J. Bothwell
Acting Manager
Delivery Policies and Programs