



UNITED STATES POSTAL SERVICE  
Labor Relations Department  
475 L'Enfant Plaza, SW  
Washington, DC 20260-4100

July 5, 1988

Mr. Lawrence G. Hutchins  
Vice President  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, DC 20001-2197

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RURAL CARRIER  
RELIEF

Re: H4N-5H-C 12359

Dear Mr. Hutchins:

The parties' representatives recently engaged in a prearbitration discussion regarding the above-referenced matter, which arose out of a dispute in the Lodi, California Post Office concerning the use of Rural Carrier Relief (RCR) employees to case mail on city carrier routes. As a result of that discussion, the parties mutually agreed to a full and complete settlement of the grievance pursuant to the following terms:

1. The Postal Service acknowledges that in this particular instance the use of RCR employees to case mail on city carrier routes was inconsistent with the National Agreement.
2. It is agreed that the Postal Service may not normally or ordinarily use an RCR or Rural Carrier Associate (RCA) employees to perform city letter carrier work. It is also agreed, however, that in the limited, unusual and unforeseeable circumstances provided for in Article 3, Section F of the National Agreement, the Postal Service may use RCR or RCA employees to perform letter carrier work.