



Mr. William H. Young  
Vice President  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue  
Washington, DC 20001-2190

Dear Bill:

This is to confirm your conversation of January 18 with Patricia Heath of my staff concerning the upcoming local implementation period to occur pursuant to Article 30 of the 1994 National Agreement.

During your discussion, it was agreed that the following are the calendar dates for the periods set forth in Article 30 or the accompanying Memorandum of Understanding.

- February 1 - March 1 (inclusive): 30 day local implementation period
- March 16: last day to appeal to Grievance/Arbitration Processing Center
- May 15: last day of the 75 day period for regional/area meetings
- June 5: last day for appeals to arbitration

The parties encourage prompt responses during the local implementation period. If either party wishes to open local implementation, timely communication with the other party would facilitate discussion. It is not anticipated that one party would wait until the end of the local implementation period to notify the other of its desire to open local implementation.

At the end of the 30 day period of local implementation, only unresolved issues from the 22 items listed in Article 30, may be forwarded through the impasse procedure.

- Management appeals impasses involving provisions (not inconsistent and/or in conflict) which management wants to change, add, or delete.
- The union appeals impasses involving provisions (not inconsistent and/or in conflict) which the union wants to change, add or delete.
- If management declares a provision inconsistent and/or in conflict, and the union disagrees and wants to preserve the provision, the union appeals.
- If the union declares a provision inconsistent and/or in conflict and management disagrees and wants to preserve the provision, management appeals.

The local parties should cooperate in identifying issues in dispute to be appealed, which should be reduced to writing and initialed by both parties. (Initialing does not constitute agreement to the contents of the document.) Management will be preparing a standard cover sheet to be used in forwarding management impasses, to make them easy to identify. It will be provided to the NALC for input before being distributed to the field, and will contain a line providing that a copy of the package be sent to the NALC NBA.

Appeals are to be sent to the Grievance/Arbitration Processing Center; this is the same address to which Step 3 grievances are currently sent. Each party will designate its representatives for the meetings during the seventy-five day period.

We acknowledge that there may be an interpretive dispute as to whether there are situations in which management may appeal an impasse to arbitration without having the burden of establishing unreasonable burden. This letter is without prejudice to the position of the parties

I hope you agree that there is no dispute between us on the above items with the exception of this one matter. If there is not, and you wish to so confirm, please do so by indicating your concurrence below. If you have questions or hesitations, please contact Ms. Heath at 268-3813.

Sincerely,



Anthony J. Vegliante  
Acting Manager  
Grievance and Arbitration

Concurrence William H. Young