

AGREEMENT BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL ASSOCIATION OF LETTER CARRIERS

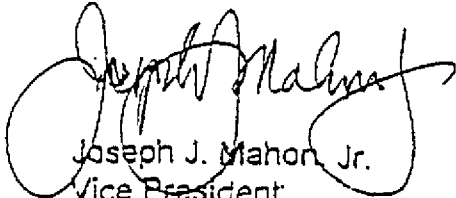
By arbitration award dated June 9, 1997, Arbitrator Snow ruled that "it is a violation of the Memorandum of Understanding on Work Methods executed in September of 1992 to require a letter carrier on a park and loop route in a DPS environment who uses the composite third bundle work method to work 'marriage mail' behind addressed flats." The arbitrator also remanded the issue to the parties "to reach agreement with regard to an accommodation consistent with the MOU of the parties."

In response to Arbitrator Snow's award, the Postal Service and the National Association of Letter Carriers have agreed to conduct a joint study to determine the relative efficiency of the composite bundle and vertical flat casing (VFC) work methods, with and without unaddressed flats. The parties expect to complete the study by April 30, 1998 and to reach a final resolution shortly thereafter on the most efficient way(s) to handle unaddressed flats in a DPS environment.

The national parties also have agreed that, in the interim period, the local parties will select the most efficient approach for handling unaddressed flats on those park and loop and foot routes in DPS for which the composite bundle work method has been selected. (Routes for which the VFC work method has been selected are not affected by the Snow award and this agreement.) The local parties are to select the most efficient approach for each such route by September 6, 1997. After that date, carriers on park and loop or foot routes using the composite bundle work method may not be required by management to carry unaddressed flats as a fourth bundle.

Pending completion of the joint study, the national parties will not provide any further direction as to appropriate interim solutions. Rather, the national parties expect that decisions as to the most efficient interim approach to handling unaddressed flats on park and loop and foot routes using the composite bundle work method will be made by the local parties based on local circumstances.

The parties agree that grievances filed prior to June 9, 1997 on the issue presented to Arbitrator Snow will be resolved at the appropriate level consistent with this agreement. Grievances filed prior to June 9 which present issues in addition to that presented to Arbitrator Snow will be remanded for further processing to determine what remedy, if any, is appropriate. Grievances filed after June 9 on the fourth bundle issue will be withdrawn. Nothing herein precludes the union from exercising its right to file grievances concerning implementation of this agreement.



Joseph J. Mahon, Jr.  
Vice President  
Labor Relations  
U. S. Postal Service



Vincent R. Sombrotto  
President  
National Association of  
Letter Carriers, AFL-CIO

Date: August 12, 1997