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**CONTRACT ADMINISTRATION UNIT  
N.A.L.C. WASHINGTON, D.C.**

Mr. Vincent Sombrotto  
President  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001-2197

Re: H90N-4H-C 950-33499  
CLASS ACTION  
CHATTANOOGA, TN 37421-9998

Dear Mr. Sombrotto:

On October 3 and 23, 1996, I met with your representative, Jim Edgemon, to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The parties are presented with two interpretive issues referred from regional arbitration. As a result of our discussions, we mutually agreed to the following with respect to those issues:

Under the unilateral approach to DPS implementation:

1. "Does the phrase, '...the parties will revisit those adjustments to ensure that routes are as near to 8 hours daily as possible,' mean that the employer has an affirmative obligation, that is, an obligation to initiate discussion with the Union within 60 days over those routes which are over 8 hours following implementation of the planned adjustments?"

Yes. As agreed to by the parties in the USPS-NALC Joint Training Guide, Building Our Future by Working Together, in a DPS environment, once the impact formula adjustments are implemented, the parties must revisit those adjustments to ensure that the routes as are near to 8 hours daily as possible. The review of planned adjustments must take place within 60 days after their implementation. Methods Handbook M-39, Section 243.614 is also revised to reflect the same procedure.

2. "Is discussion with the Union properly limited to DPS Volume Tracking reports based on targeted objectives?"


No. Both the Unilateral process and the X-Route process MOUs direct the parties to review the implemented planned route adjustments. However, these MOUs remain silent on exactly how the review will be conducted, or what data will be utilized. It was intended that the parties at the local level would be reasonable in their approach to this review based on their varied circumstances and use appropriate data to assist them in ensuring that routes are as near to 8 hours as possible.

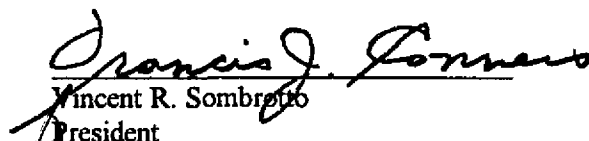
We further agreed to remand this case to the arbitrator of record to apply the above understanding between the parties.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to remand this case to the parties for further processing.

Time limits were extended by mutual consent.

Sincerely,

  
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Nora A. Becker  
Grievance and Arbitration  
Labor Relations

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

Date: 1/2/97