

LABOR RELATIONS



December 14, 2001

Mr. William H. Young
Executive Vice President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, DC 20001-2144

Dear Bill:

This is to confirm our November 28 discussion concerning the use of the Joint Contract Administration Manual (JCAM) in national level arbitration.

During our discussion, we agreed that the narrative portions of the JCAM represent the agreement of the parties on those issues addressed, and that the JCAM may be introduced as evidence of those agreements in national level arbitration. If introduced as evidence in national level arbitration, the document shall speak for itself. Without exception, no testimony shall be permitted in support of the content, background, history, or any other aspect of the JCAM's narrative.

If this does not accurately reflect the substance and extent of our understanding, please contact me at your convenience.

Sincerely,

A handwritten signature in black ink that reads "Doug A. Tulino".

Doug A. Tulino
Manager
Labor Relations Policies and Programs