



**UNITED STATES POSTAL SERVICE  
NATIONAL ASSOCIATION OF LETTER CARRIERS  
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION  
NATIONAL JOINT CITY/RURAL TASK FORCE**

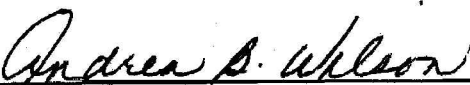
**CITY/RURAL PROCESS AGREEMENT**


Pursuant to the attached Memorandum of Understanding dated May 9, 2003, the National Joint City/Rural Task Force has developed the following process and guidelines to review all outstanding city/rural issues in the grievance procedures:

- 1) The task force members will establish committees to review all outstanding city/rural cases. The task force will determine the number of committees needed. Each committee will be comprised of one representative each from the USPS, NALC, and NRLCA.
- 2) The task force will determine which cases are sent to each committee. Each committee will be expected to resolve the assigned cases consistent with the attached 'Guideline Principles'. The committees are authorized to obtain additional information from the local office, if necessary, for the complete development of a file.
- 3) Decisions of the committee are final and binding on all parties, and will be forwarded to the task force members for processing at the national level. If necessary, the task force will establish a process to address unresolved issues, including tripartite arbitration for any interpretive issues.
- 4) Committee members will serve on a no loss, no gain basis. Travel expenses associated with the committee work will be the responsibility of the respective parties. The Postal Service will provide all the resources necessary (office space, phones, fax, copiers, furniture, computers, internet, office supplies, etc.) for the committee members to carry out their mission.

  
 Dale A. Holton, President  
 National Rural Letter Carriers' Association

  
 William H. Young, President  
 National Association of Letter Carriers

  
 Andrea B. Wilson, Manager  
 Contract Administration NRLCA/NPMHU  
 U.S. Postal Service

  
 Doug A. Tulino, Manager  
 Labor Relations Policies and Programs  
 U.S. Postal Service

Date 5-4-04

Attachment