

LABOR RELATIONS



May 31, 2006

Gary Mullins
Vice President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001-2144

Dear Gary:

This is in response to your May 9 letter regarding the Employee and Labor Relations Manual (ELM), Section 546.143.e(4)(d) which pertains to granting saved rate to qualified injured or disabled employees whose current salary exceeds the maximum salary of the new grade to which reassigned.

The following is provided for clarification and supersedes previous correspondence from this office on the application of ELM 546.143.e(4)(d): Saved rate for bargaining unit employees whose current salary exceeds the maximum salary of the new grade shall continue for an indefinite period. Such employees will receive general contract increases and COLA according to the collective bargaining agreement of the craft to which reassigned. The term "frozen" is not applicable to the pay provisions of ELM 546.143.e(4)(d).

If you have any questions regarding this clarification, please contact Zana Dakroub at (202) 268-6170.

Sincerely,

A handwritten signature in black ink, appearing to read "A.J. Johnson".

A.J. Johnson
Manager
Labor Relations Policy and Programs

RECEIVED

JUN - 2 2006

**VICE PRESIDENT'S
OFFICE
NALC HEADQUARTERS**