

Mr. Fredric V. Rolando  
President  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001-2144

Re: Q06N-4Q-C 11008195  
Class Action  
Washington, D.C. 20260-4101

Dear Mr. Rolando:

On several occasions our representatives met in prearbitration discussions on the above-captioned grievance. Time limits were extended by mutual consent.

After reviewing this matter, we agree to resolve this grievance based on the following:

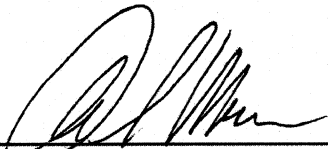
(A) The step and next step date assignment for a city letter carrier following a reduction in grade will be determined as follows:

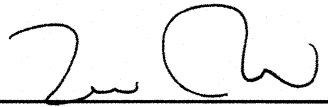
- (1) To Former Lower Grade. The employee is assigned to the step and next step date as if service had been uninterrupted in the lower grade since the last time held.
- (2) To New Lower Grade. The employee is assigned to the step and next step date in the lower grade as if all postal service had been in the lower grade.

(B) The Postal Service will modify the Employee and Labor Relations Manual, Section 422.125, to incorporate the above principle in accordance with Article 19 of the collective bargaining agreement.

(C) The parties will jointly review the salary history for the grievant in this case. The grievant's compensation will be adjusted consistent with application of the principle in paragraph A.

Please sign and return the enclosed copy of this decision as acknowledgment of your agreement to resolve this case.

  
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Alan S. Moore  
Manager, Labor Relations  
Policy and Programs  
Labor Relations  
U.S. Postal Service

  
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Fredric V. Rolando  
President  
National Association of Letter  
Carriers, AFL-CIO  
Date: 4-23-13