

LABOR RELATIONS



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

Re: Q06N-4Q-C 09240093  
Class Action  
Washington, DC 20260-4100

Dear Mr. Rolando:

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

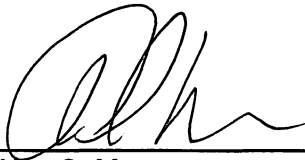
The issue in this case concerns time credit for relays on routes that are adjusted when using the Carrier Optimal Routing (COR) program.

Currently, the time value associated with retrieving relays for delivery on a route is recorded on PS Form 3999 and credited separately for each relay as "relay time". In the COR program, the actual total relay time recorded on PS Form 3999 for a route is divided by the actual number of relays on the route prior to the route adjustment to determine an average relay time. When the COR program generates a proposed route adjustment, it assigns the average relay time for each relay on a route. After reviewing this matter, we mutually agree to resolve the grievance as follows:

- If any existing relays remain unchanged during the proposed adjustment, the actual relay times from PS Form 3999 will be used. This would be accomplished with a miscellaneous street time adjustment on PS 1840 (Reverse) through the use of the allied time editing process in COR.
- Any other relays created by COR will be reviewed and discussed with the regular city letter carrier assigned to the route during the route adjustment consultation. If the carrier believes the relay times are appropriate, no changes will be necessary. The supervisor and regular city letter carrier assigned to the route who are present at the route adjustment consultation will initial PS Form 1840 (Reverse) to reflect the agreement.
- Where agreement is reached that an adjustment is necessary to the relay time, the amount of time to be added or deducted to the relay time will be recorded in the comments section on PS Form 1840 (Reverse). The supervisor and regular city letter carrier assigned to the route who are present at the route adjustment consultation will initial PS Form 1840 (Reverse) to reflect the agreement reached. A miscellaneous street time adjustment will be made in COR to the route before the route adjustment is finalized and implemented to reflect the agreement.

- Where agreement cannot be reached, the carrier's comments will be recorded on PS Form 1840 (Reverse) and considered before the route adjustment is finalized and implemented. The supervisor and regular city letter carrier assigned to the route who are present at the route adjustment consultation will initial PS Form 1840 (Reverse). Such consideration will be given consistent with the principle of adjusting routes to consist of as nearly 8 hours daily work as possible pursuant to Section 242.122 of Handbook M-39.
- This agreement does not change or alter the requirement to document on PS Form 1840 (Reverse) and discuss with the carrier during the route evaluation consultation any time adjustment to a carrier's base street time in accordance with Section 242.345 of Handbook M-39 and the national prearbitration settlement on the COR process (Q01N-4Q-C 05022605).

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



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



Fredric V. Rolando  
President  
National Association of Letter  
Carriers, AFL-CIO

Date: 5-8-15