

July 27, 2018

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

Re: Q16N-4Q-C 17638188
Q16N-4Q-C 18025517
Class Action
Washington, DC 20260-4101

Recently, our representatives met at the Interpretive Step to discuss the above referenced cases. Time limits were extended by mutual consent.

The issue in these cases concerns revisions to the promotion pay rules for city letter carriers contained in Employee and Labor Relations Manual (ELM) Section 422.2 and the "Hold in Place" rule that was applied to Rate Schedule Code Q7 (Table 2) city letter carriers who were promoted prior to the revisions.

After reviewing this matter, we mutually agree to the following:


1. The "Hold in Place" rule will be rescinded. City letter carriers affected by this action will receive their step increases as scheduled prior to being held in place and have their pay calculated retroactive to the time they should have received their step increase(s).
2. As of November 24, 2018, there will be no promotions within the city letter carrier craft. Instead, carrier technicians will be paid additional compensation equivalent to 2.1 percent of the employee's applicable hourly rate for all paid hours. The ELM will be modified to reflect this understanding.
3. This agreement does not modify the promotional increase of carrier technicians who were promoted prior to October 14, 2017.
4. After November 24, 2018, all carrier technicians will continue to be/considered to be in a higher grade for the purpose of applying the provisions of ELM Section 422.225.

The above-referenced agreement constitutes a full and complete settlement of national grievances Q16N-4Q-C 17638188 and Q16N-4Q-C 18025517. Any grievance(s) held for these cases will be closed.

This agreement is made without prejudice to the parties' position in this or any other matter and may only be cited to enforce its terms.



Doug A. Tulino
Vice President, Labor Relations
U.S. Postal Service



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Date: 7/27/18