



Mr. Gus Baffa  
President  
National Rural Letter Carriers'  
Association  
1630 Duke Street, 4th Floor  
Alexandria, VA 22314-3465

Dear Gus:

This letter will confirm our mutual understanding about the enclosed Memorandum of Understanding (MOU) concerning special mail counts.

Special mail counts, pursuant to Article 9.2.C.11, will only be conducted during the last twelve (12) working days in September. As a result, rural routes may only qualify for mail counts to be conducted during two different times of the year. Special mail counts will be conducted during the last twelve (12) working days of September and national mail counts will be conducted in accordance with Article 9.2.C.3.

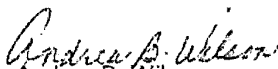
Routes experiencing 240 minutes (4 hours) or more of change from either route adjustments or substantial service changes (generally delivery growth) will not qualify for a special mail count.

Routes experiencing 120 minutes (2 hours) or more salary adjustment from either route adjustments or substantial service changes, and the density of the route after the change has been increased above or decreased below twelve (12) boxes per mile, will qualify for a special mail count.


All pending NRLCA grievances concerning Article 9.2.C.9 through 9.2.C.11 will be withdrawn by the Union.

If you have any questions concerning this information, feel free to contact me at

Sincerely,

  
Andrea B. Wilson  
Manager  
Contract Administration (NRLCA/NPMHU)

Concurrence:

  
Mr. Gus Baffa  
President  
National Rural Letter Carriers'  
Association

Date: 2-6-03

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

The parties agree that, effective with the signing of this Memorandum of Understanding (MOU), the language contained in the USPS-NRLCA National Agreement will be revised as follows:

ARTICLE 9  
COMPENSATION, SALARIES, AND WAGES

\* \* \* \* \*

**Section 2. Compensation, Allowance, and Fees**

\* \* \* \* \*

**C. Evaluated Compensation**

\* \* \* \* \*

**9. Changes in Compensation**

Changes in compensation due to eligibility for adjustment, or loss of evaluated compensation as determined by a mail count evaluation conducted pursuant to Article 9.2.C.3 shall be effected at the beginning of the second full pay period in the calendar month following the count. Those special counts conducted during the last twelve (12) days in September will be effected at the beginning of the guarantee period. When making changes in compensation as a result of interim adjustments and mail counts conducted under Article 9.2.C.3, no rural carrier's salary may be reduced below the salary guarantee during the guarantee period.

**10. Substantial Service Changes**

When substantial service changes occur, an increase or decrease of one (1) full hour (60 minutes) in the evaluation of a rural route's hours as determined by the formula in this paragraph, which indicate possible eligibility for, or adjustment of evaluated compensation, the Employer shall promptly adjust the route evaluation and shall make a prompt

adjustment in the compensation. Such interim adjustment shall be made by application of a formula based upon (1) the appropriate box allowance added to the volume factor multiplied by the boxes added to or subtracted from the route since the last evaluation and (2) the change in miles multiplied by the appropriate factor.

*(Subsections b. and c. were deleted)*

## 11. Special Counts

- a. Special counts are conducted under the following **three (3)** circumstances:

*(Subsections (1) and (2) were deleted and (3), (4) and (5) renumbered)*

(1) When circumstances have negated the validity of the latest count and evaluation. No salary adjustments will be made as a result of the count unless the evaluation of the route is changed by 120 minutes (2 hours) or more.

(2) When an auxiliary route evaluates thirty-nine (39:00) standard hours or more.

(3) Whenever a 120 minute (2 hours) or more salary adjustment is made on a route, whether due to a substantial service change or a route adjustment, and the density of the route after the change has been increased to twelve (12) boxes per mile or more or has been decreased to less than twelve (12) boxes per mile.

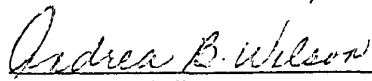
- b. Special mail counts must be made during the last twelve (12) working days in September. Salary adjustments will be made pursuant to Article 9.2.C.9.

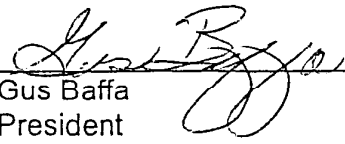
*(Subsections (1), (2) and (3) were deleted)*

\* \* \* \* \*

\* \* \* \* \*

- 6. Whenever a 120-minute or more salary adjustment is made on a route, whether due to a substantial service change or a route adjustment, and the density of the route after the change has been increased to twelve (12) boxes a mile or more, **or has been decreased to less than twelve (12) boxes per mile**, the route will be scheduled for an official mail count consistent with the provisions of Article 9.2.C.11.b.

  
\_\_\_\_\_  
Andrea B. Wilson  
Manager  
Contract Administration (NRLCA/NPMHU)  
Labor Relations

  
\_\_\_\_\_  
Gus Baffa  
President  
National Rural Letter Carriers'  
Association

Date: February 6, 2003