



October 15, 2021

Mr. Ronnie Stutts
President
National Rural Letter Carriers'
Association
1630 Duke Street
Alexandria, VA 22314-3467

Dear Mr. Stutts:

This letter will serve to confirm our mutual understanding of the appropriate measures to be taken to fulfill the contractual obligation outlined in Article 30.2.A.2., "The Employer shall make every effort to expeditiously fill leave replacement vacancies when they occur."

In order to meet this obligation, the parties agree that any office with rural carrier associate (RCA) vacancies, not currently working with an active hiring list to appoint individuals to these positions, must immediately post these vacancies through eCareer. Should these postings not result in any RCA appointments, the positions must be reposted in eCareer as soon as the office learns that the positions have not been filled.

Further, any office with RCA vacancies must have an active hiring list in process or postings in eCareer for RCA positions.

This letter of understanding applies to RCA vacancies and does not relieve the Postal Service of its obligation to create a part-time flexible rural carrier position upon receipt of a request from a regular rural carrier requiring that a leave replacement be assigned to the route and management has been unable to obtain an RCA within 120 days.

Requests for information relative to vacancy postings and hiring list activities should be submitted in accordance with Article 31, specifically "...by an authorized steward in writing to the installation head or designee."

Sincerely,

A handwritten signature in black ink, reading "Cathy M. Perron".

Cathy M. Perron
Director
Contract Administration (NRLCA)

Concurrence:

A handwritten signature in black ink, reading "Ronnie Stutts".

Ronnie Stutts, President
National Rural Letter Carriers' Association

Date: 10/15/2021