

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

Re: Rural Route Evaluation Dispute Process

The U.S. Postal Service and the National Rural Letter Carriers' Association (NRLCA) have agreed to an alternate dispute resolution process in an effort to resolve disputes, outside the formal grievance procedure, following the first rural route evaluations applying the standards within the Rural Route Evaluated Compensation System (RRECS).

The Rural Route Evaluation Dispute Process (RREDP) will be used to address disputes where the assigned rural carrier has identified potential errors in the time credits provided on PS Form 4241-A.

The parties agree that carriers may dispute the following:

- An entry of zero (0) or a questionable number in any data field on PS Form 4241-A that would otherwise expect to have a time credit.
- Office Walk
- Route Length
- Regular, Centralized, or Total Boxes
- Daily Dismounts
- Daily Dismount Dist.
- Daily Activities
- Miscellaneous Time
- Option Election

The RREDP will be used to resolve disputes related to the above listed subjects, without the filing of grievances. When a specific subject is under consideration in the RREDP, any grievance(s) concerning that identified subject will be considered held in abeyance in the grievance/arbitration procedure and a copy will be forwarded to the RREDP designees, at the appropriate level. All grievances will be held to RREDP lead case number 6X-21R-C 23233504.

The Postal Service and the NRLCA will designate representatives at the district and area levels to review and adjudicate the disputes filed using this procedure. These representatives will work in teams of two and will consult with local operations personnel to include the district delivery support specialist, as necessary, to review and discuss the dispute and further develop the supporting documentation.

To initiate a dispute, the assigned carrier and local management representative will complete Evaluation Dispute Form-1. While completing the form, the parties at the local level shall discuss the data field(s) in dispute and should they agree that an appropriate credit has not been provided, they will annotate the form accordingly. Upon completion, the form, with all relevant documents, will be forwarded to the Manager, Labor Relations at the district and the NRLCA District Representative. If the entire office has the same dispute, one form should be completed for the entire office. This form must be submitted no later than May 31, 2023.

The designated representative at the district level will annotate the dispute on the Rural Route Evaluation Dispute Log and assign a District Control Number before meeting with the NRLCA

District Representative. District teams will thoroughly review all relevant factors that affect the credit provided in the PS Form 4241-A data field in dispute including any notations of agreements made by the local parties. The team will either agree to a resolution, agree no action will be taken, or will impasse the dispute; and complete the top portion of Evaluation Dispute Form-2, providing an explanation for the final decision, within thirty (30) days of receipt at the district level.

If the parties are not able to reach agreement at the district level, Evaluation Dispute Form-1, Evaluation Dispute Form-2, and all supporting documentation will be forwarded to the area Director Labor Relations or their designee and the NRLCA designated representative. The area team will jointly complete a review of the file. The area team will either agree to a resolution, agree no action will be taken, or will impasse the dispute; and complete the bottom portion of Evaluation Dispute Form-2.

If the dispute remains unresolved after the area review, each team member will provide a written recommendation for resolution to accompany the file. A copy of the file will be forwarded to the Director Contract Administration (NRLCA), and the NRLCA Director Labor Relations, or their designees, within twenty-one (21) calendar days of receipt at the area level.

The headquarters team will jointly review the file and either agree to a resolution, agree no action will be taken, or will impasse the dispute. The team's decision will be in writing and provided to the RREDP team at the area level for further dissemination.

The parties agree that if impasse is reached the dispute will be referred to Step 4 as an interpretive issue.

The parties agree to reassess this dispute process prior to the next rural route evaluation effective date to determine if any changes will be made to these procedures and to update the timelines for submission.



Cathy M. Perron
Director
Labor Relations
U.S. Postal Service



Ronnie Stutts
President
National Rural Letter Carriers'
Association

Date: 5-14-2023