



UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260

June 11, 1982

Mr. Joseph H. Johnson, Jr.
Director, City Delivery
National Association of Letter Carriers,
AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001

RE: Branch
Union City, CA 94587
H1N-5C-C-1155

Dear Mr. Johnson:

On May 17, 1982, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.


We mutually agreed that there was no interpretive dispute between the parties at the National level as to the meaning and intent of Article 19 of the National Agreement as it relates to requiring a city delivery carrier on a foot route to carry 4 inches of flats on his arm while delivering mail.

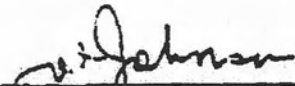
The current instructions contained in Part 321.3 of the M-41 Handbook are controlling. It is not a requirement for a carrier on a foot route to carry 4 inches of flats on his arm while delivering mail. Carriers may opt to carry flats on their arm, unless instructed not to, as part of their daily routine, provided there is no loss in carrier efficiency. However, management may reasonably expect the carrier to perform his duties and travel his route during route inspections in the same manner as he/she does throughout the year (Part 915, M-41 and Part 234.224, M-39). Accordingly, this case is remanded back to the parties at Step 3 for further processing.

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Please sign the attached copy of this decision as your acknowledgment of agreement to remand this case.

Sincerely,


Robert L. Eugene
Labor Relations Department


Joseph W. Johnson
Director, City Delivery
National Association of Letter
Carriers, AFL-CIO

3 On Route

31 Use of Transportation

311 Bus and Street Car

Proceed to location designated on Form 1564-A to board bus or street car. Do not loiter en route. If you miss the scheduled transportation, it may be several minutes before the next one arrives, causing a delay in the delivery of mail.

312 Private Car and Motorized Routes

If you are authorized to use your own car or are provided a vehicle, drive to the first delivery point without delay.

32 Delivery of Ordinary Mail Matter

321 Foot Routes

321.1 Unstrap the first bundle of mail.

321.2 Verify the street, block, and number with street sign and number on first house.

321.3 Peel off the letters and circulars for the first house from bundle carried in the hand, and the flat mail from bundle standing on end in satchel.

321.4 Place mail well into receptacle. If a rack is available for magazines, place them in the rack. Do not place fingers into door slots. Do not place mail on steps, porches, etc.

Note: Customers must provide receptacles or door slots for mail delivery unless a business place is open when carrier arrives.

If a parcel does not fit completely within the mail receptacle or parcel locker (when available), determine if someone is available at the address by ringing the doorbell or knocking on the door. If no one is available to receive the parcel, follow the procedures in 322.311 and 322.312.

121.3 Pulling Down Cased Mail**121.31 Foot Routes****121.311 Flats**

Ordinarily, flat mail is pulled down, sequenced, and strapped out before letter-size mail. Relay sacks are packed first while the satchel is packed last. Under delivery point sequencing if the method selected for the residual letters is to case these letters with the vertical flats the letters and flats are pulled down and strapped out at the same time.

121.312 Letters

After all flats have been strapped out, letter-size mail is pulled down. Letter mail is pulled one relay at a time. Carriers must prepare their relays so that relay carriers can meet their scheduled departure times. The carryout or satchel mail must be pulled last. Within each relay the carrier begins by pulling the mail for the first delivery point, and continues pulling each separation of the entire relay in the sequence in which it will be delivered.

121.313 Preparing Relays

Normally, carriers on foot routes will put down, sequence, and strap out flats before pulling down letters. However, carriers may be instructed to pull the flats and then the letters for the same relay to avoid rehandling the relay sacks. When a foot carrier prepares relays there should be sufficient sacks on hand. After properly labeling an empty sack the carrier inserts the bundles of flats and letters plus any uncased SPRs or merchandise samples. When a sack has been loaded with all the mail for the particular relay, the label is checked and the sack is closed. The completed relays are then placed in a designated location. Loaded relay sacks must never exceed 70 pounds in weight.

121.314 Loading the Carrier Satchel

Carriers must use a satchel when delivering mail on foot, except for authorized dismount deliveries. Carriers are expected to load the satchel with up to 35 pounds of mail. The weight of the satchel is not included in the 35 pounds.

- a. *Carriers Using a Single Satchel.* The first mail to be delivered is loaded into the satchel. Letter bundles are placed in the bottom of the satchel in the reverse order of delivery. The carriers then stands the flats on edge with the addresses faced so they can be easily read when carrying the satchel. SPRs and samples that were not strapped out with the flats are then placed in the satchel.
- b. *Carriers Using a Double Satchel.* Carriers have the option of wearing the Double Satchel in several configurations, according to their needs and the needs of the route. It can be used as a single or double pouch, with or without the shoulder strap(s) and waist belt. When using a configuration with the waist belt, the satchel is put on first and then loaded with mail. Carriers should use their discretion in arranging mail in the Double Satchel to ensure the most efficient methods and comfortable weight distribution.

125.23 Load at Assigned Space

Where a dock has a ramp, vehicles should be loaded at their assigned parking spaces. When loading at the dock is necessary, the unit manager must stagger loading to avoid lost waiting time.

125.24 Transport Mail to Vehicles

Mail for curblin or park and loop routes must be placed in hampers or other suitable conveyances for transporting to the loading point.

125.25 Sequence Parcels When Loading

While loading parcels into the vehicle, carriers are to arrange them in the sequence of delivery. Instruct carriers to place missorted, missent, or undeliverable as addressed parcels and empty equipment in a specific safe location, either on the dock or in another readily accessible location, which will not require them to return to their casing area.

125.3 Authorized Lines of Travel

Carriers are required to follow their authorized lines of travel at all times. On motorized routes this includes travel to and from: the route, authorized lunch locations, break locations, refueling locations, collection boxes, and on the route.

Note: Managers may analyze vehicle travel by comparing the mileage used daily with the authorized mileage.

125.4 Carrier Satchel**125.41 Required Use**

Carriers must use a satchel when delivering mail on foot, other than for authorized dismount deliveries. Carriers using the Double Satchel may wear it as a single or double pouch, with or without the shoulder strap(s) and waist belt, according to the needs of the carrier and the route.

125.42 Loading the Satchel

The satchel is loaded with all the letter, flat, and SPR mail for a loop or relay to minimize the trips to the replenishment point, except when this would require carrying more than 35 pounds of mail. When using the Double Satchel in a configuration with the waist belt, the satchel must be put on first and then loaded with mail. Carriers should use their discretion in arranging mail in the Double Satchel to ensure the most efficient methods and conformable weight distribution.

125.5 Park in Designated Location

On a park and loop route, the carrier must park the vehicle in the locations the unit manager has designated. After parking, the carrier must perform delivery as on a foot route, except for delivery of parcels.

Mr. William H. Young
President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001-2144

NALC# 7877 & 7787

RE: Q98N-4Q-C 01045570
Class Action
Washington, DC 20260-4100

Q98N-4Q-C 00189552
Class Action
Washington DC 20260-4100

Dear Mr. Young:

This is in response to ongoing discussions on the above-cited cases which are currently pending national-level arbitration.

Case Q98N-4Q-C 01045570 arose as a result of the application of the March 21, 2000, Memorandum of Understanding (MOU) *Re: City Letter Carrier DPS Work Methods*. The issue in this grievance is whether city letter carriers in a DPS environment using the vertical flat case (VFC) work method on park and loop or foot deliveries may be required to carry pre-sequenced addressed mail as a third bundle, when DPS letters and cased mail (flats and non-DPS letters) constitute the first and second bundles.

The parties agree that:

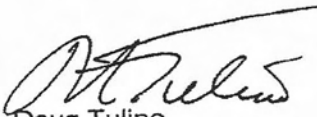
1. The March 21, 2000 MOU did not provide the Postal Service with the right to require letter carriers on park and loop or foot deliveries to carry pre-sequenced addressed mail as a third bundle.
2. The parties' prior agreements for carrying third bundles were not modified in any way by the March 21, 2000 MOU. These prior agreements include the following two circumstances:
 - a. pursuant to the 1980 'simplified address mail' agreement, which allows the placement of such unaddressed mail on the bottom of the appropriate mail bundle; and
 - b. in accordance with the 1992 memorandum providing for the DPS composite work method, which includes residual letters, DPS letters, and flats.

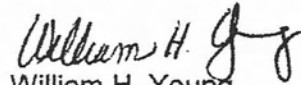
Case #Q98N-4Q-C 00189552 arose as a result of handbook modifications indicating that city letter carriers on park and loop or foot deliveries may be required to carry up to three bundles of mail.

Notwithstanding the above agreement, the parties recognize that the Postal Service and its employees have an obligation to the American public to provide cost effective quality mail service. We also recognize that the changing nature of the mail (e.g., decreasing First-Class Mail volume, increasing parcels and increasing automation) necessitate changes in our work methods. Therefore, the parties further agree that:

1. In accordance with the recognitions cited in the above paragraph, effective with the signing of this agreement the parties agree that city letter carriers on park and loop or foot deliveries who currently carry three bundles will continue to carry as a third bundle, within weight restrictions, Enhanced Carrier Route (ECR) and Periodicals walk sequenced letter or flat mailings (WSS) that have either 90% or more coverage of the total active residential addresses, or 75% or more coverage of the total number of active deliveries on a route.
2. The parties will establish a joint work group to examine the various methods of mail delivery on park and loop and foot deliveries. The objective of the work group will be to develop safe and efficient delivery methods for handling three bundles of addressed and/or unaddressed mail on routes with these types of deliveries. The work group will develop appropriate methods in the current DPS letter environment and it will complete its mission within sixty days of this agreement. After that sixty day period all city carriers on park and loop and walking deliveries will be required to carry three bundles using methods from the work group, unless management determines that fewer than three bundles will be used. If the work group does not reach agreement within sixty days, all city carriers on park and loop and walking deliveries will, unless otherwise determined by management, be required to carry three bundles, but the individual city carrier will determine whether he/she carries the third bundle on the arm or in the satchel. Regardless of the work method, the third bundle must meet the requirements of paragraph 1, above.
- 3: The parties agree that under no circumstances will city letter carriers on park and loop or foot deliveries be required to carry more than three bundles.

This agreement resolves and closes all outstanding disputes at all levels of the grievance-arbitration procedure concerning city carriers on park and loop or foot routes being required to carry three bundles. The parties will meet at the appropriate level on all held cases to determine if they involve other issues. If a grievance contains issues other than third bundle, those issues will be addressed pursuant to Article 15 of the National Agreement. Please sign below to agree to resolve these disputes and remove these cases from the national arbitration docket.


 Doug Tulino
 Vice-President
 Labor Relations
 U.S. Postal Service


 William H. Young
 President
 National Association of
 Letter Carriers, AFL-CIO

Date: 7/30/07

The terms of this settlement became effective September 11, 2007 with ratification of the 2006-2011 National Agreement.