

**WHERE IS IT IN WRITING  
THAT WHEN RURAL  
CARRIERS IN DIFFERENT  
POST OFFICES AGREE UPON  
A MUTUAL EXCHANGE OF  
OFFICES THEIR RESPECTIVE  
ROUTES WILL BE POSTED?**

■ National Agreement Article 12.3.A.1.d



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United States Postal Service  
475 L'Enfant Plaza SW  
Washington DC 20260-1400

May 4, 1993

Mr. William R. Brown, Jr.  
President  
National Rural Letter Carriers'  
Association  
Fourth Floor  
1630 Duke Street  
Alexandria, VA 22314-3465

Dear Bill:

This letter will confirm our mutual understanding about the application of Article 12.3.A.4.c. of the National Agreement. Specifically, we agree that no posting of routes is required under 12.3.A.4.c. unless such consolidation and/or conversion results in the displacement of a regular carrier from his or her assigned route.

Should there be any questions regarding the foregoing, please contact Andrea Wilson at (202) 268-3818.

Sincerely,

(Signed)

Sherry A. Cagnoli  
Manager  
Contract Administration (NALC/NRLCA)  
Labor Relations

Concurrence:

(Signed)  
\_\_\_\_\_  
William R. Brown, Jr.  
President  
National Rural Letter Carriers'  
Association

5/4/93  
\_\_\_\_\_  
Date

## QUESTION BOX

**Question:** There are five regular rural routes in a post office and each has a regular rural carrier assigned to it. Rural Route 3 will soon cease to exist due to a consolidation in which all of this route's boxes and miles will be added to the four remaining routes. Do any or all of the four remaining routes have to be posted?

**Answer:** Since there will be fewer routes remaining after the consolidation and such consolidation results in the displacement of a regular carrier from his assigned route, Management is required to post all routes which have been changed (by either adding or subtracting territory).

(Ref: National Agreement, Article 12.3.A.4.c. and USPS/NRLCA Policy Letter, dated May 4, 1993)

**Question:** If, in the above situation, Rural Route 3 had no regular carrier assigned, would all of the route have to be posted?

**Answer:** None of the remaining four routes would be posted in this situation. Although there would be fewer remaining routes after the consolidation, the action did not result in the displacement of a regular carrier from his or her assigned route.

(Ref: National Agreement, Article 12.3.A.4.c. and USPS/NRLCA Policy Letter, dated May 4, 1993)

**Question:** Again, there are five regular routes in a post office and four of them have assigned regular carriers with Rural Route 3 being vacant. As a result of consolidation, Rural Route 4 is done away with and its territory is distributed to all of the other four routes. Which, if any, of the remaining routes are posted?

**Answer:** All of the remaining routes must be posted since there are both fewer remaining routes and a regular carrier is displaced from his assigned route. On the other hand, if the territory was distributed to less than the total number of routes remaining in the office, then the Postal Service must post only those routes which have been changed (by either adding or subtracting territory) as a result of the consolidation.

(Ref: National Agreement, Article 12.3.A.4.c. and USPS/NRLCA Policy Letter, dated May 4, 1993)

**Question:** There are five regular rural routes in a post office and our Rural Route 3 is being held as a buffer due to the impending implementation of Delivery Point Sequence (DPS). Once DPS is fully implemented and all of the boxes and miles on Rural Route 3 are distributed to the other four rural routes, must any of these routes be posted?

**Answer:** None of the routes will be posted because although there are fewer routes remaining after the consolidation of Rural Route 3, there is no displaced carrier. This would include any carrier who may have signed an automation Exhibit No. 1 and carried an overburdened route for an extended period of time. Such carrier would continue to serve his route.

(Ref: National Agreement, Article 12.3.A.4.c. and USPS/NRLCA Policy Letter, dated May 4, 1993)

**Article 12.3.A.2.b****Section 3. Rural Carrier Posting****A. Posting Requirements**

1. Posting of a regular route is required as follows:
  - a. When an auxiliary rural route reaches an evaluation of thirty-nine (39:00) standard hours, it will normally be converted to a regular route. These routes and any newly established rural routes shall be counted and officially evaluated before posting, then filled in accordance with existing procedures.
  - b. Post a vacant route which is not absorbed by consolidation or other service adjustments.
  - c. Post rural routes which have been changed (by either adding or subtracting territory) as a result of consolidation with other rural routes and/or conversion to city delivery service. This provision applies only if one or more regular rural carriers are displaced from their assigned routes and there are fewer rural routes remaining within the affected offices following such consolidation and/or conversion to city delivery service.
  - d. When rural carriers of different post offices agree upon a mutual exchange of offices and if all installation heads involved approve, the position currently occupied and to be vacated by each rural carrier will be posted for bid within each of the respective offices. In any such posting of routes, any carrier having retreat rights shall be given the opportunity to bid.
2. When a rural route becomes vacant, it shall be posted within thirty (30) days from the time it becomes vacant, except:
  - a. If a route consolidation, adjustment or conversion is pending in the appropriate area, a sixty (60) day extension may be made.
  - b. If a route becomes vacant as a result of the original posting, and it meets the criteria for conversion to a highway contract box delivery route at the time it becomes vacant, then the awarding process may be stopped at that point and the survey conducted relative to supersedure of