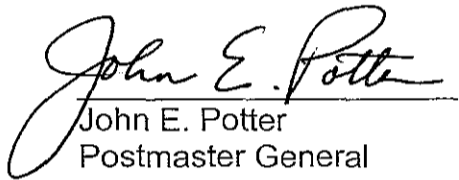


ARTICLE 38 REVISIONS
SEPARABILITY AND DURATION

Section 3.

The 2000 "National Agreement" between the United States Postal Service and the National Rural Letter Carriers' Association is hereby extended to and including 12 midnight November 20, 2006, and unless either party desires to terminate or modify it, for successive annual periods. The party demanding such termination or modification must serve written notice of such intent to the other party, not less than 90 or more than 120 days before the expiration of the Agreement. All provisions of the 2000 Agreement shall remain in full force and effect during the extension period, except to the extent that those provisions have been revised or added to herein.



John E. Potter
Postmaster General
Chief Executive Officer
United States Postal Service



Dale A. Holton
President
National Rural Letter Carriers'
Association

Date: 11/1/04

Articles 9 and 21 Revisions

Article 9.1.A. is amended by adding the following:

6. Effective November 27, 2004

The basic annual salary for each step shall be increased by an amount equal to 1.3% of the basic annual salary for the step in effect on November 20, 2004.

7. Effective November 26, 2005

The basic annual salary for each step shall be increased by an amount equal to 1.3% of the basic annual salary for the step in effect on November 20, 2004.

Article 9.1.F. is amended by adding the following:

- The second full pay period after the release of the January 2005 Index.
- The second full pay period after the release of the July 2005 Index.
- The second full pay period after the release of the January 2006 Index.
- The second full pay period after the release of the July 2006 Index.

Article 9.1.G. is amended by adding the following:

An amount equal to the COLA paid to full-time rural carriers on an hourly basis under the 2004 Contract Extension will be rolled into RCA/RCR hourly rates two full pay periods after the release of the July 2006 consumer price index.

Article 9.2.C.3.a. is amended by adding the following:

- (4) In 2005, all vacant and auxiliary routes will be counted. The only other routes to be counted will be those in which either the Employer or the regular carrier opts for a count. These routes will be counted for twenty-four (24) working days, beginning February 18 and ending March 18. The mail count will be effective at the beginning of the second full pay period in the calendar month following the count.
- (5) In 2006, all vacant and auxiliary routes will be counted. The only other routes to be counted will be those in which either the Employer or the regular carrier opts for a count. These routes will be counted for

twelve (12) working days, beginning February 24 and ending March 9. The mail count will be effective at the beginning of the second full pay period in the calendar month following the count.

Article 9.2.J. is amended by adding the following:

Effective the second pay period after the implementation of the 2004 Contract Extension, the equipment maintenance allowance base rate shall increase by three cents (3.0¢) to thirty-eight and one-half cents (38.5¢) per mile or major fraction of a mile scheduled per day or \$15.40, whichever is greater.

Article 21.1.B. is amended as follows:

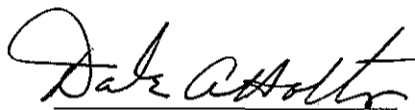
The adjustment begins on the effective date determined by the Office of Personnel Management in January 2003, January 2004, January 2005, **January 2006, and January 2007.**

Article 21.1.E. is amended as follows:

The limitation upon the Employer's contribution towards any individual employee shall be 88.75% of the subscription charge under the FEHBP in 2003, 2004, 2005, **2006, and 2007.**



Anthony J. Vegliante
Vice President
Labor Relations
U. S. Postal Service



Dale A. Holton
President
National Rural Letter Carriers'
Association

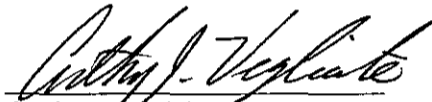
Date: 11/01/04

RELOADING AND UNLOADING ALLOWANCE

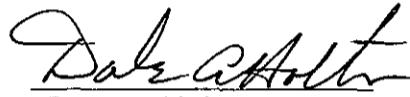
The parties agree to establish a time allowance for reloading and unloading vehicles. For the purpose of this agreement, "reloading" is defined as the time associated with safely replenishing or repositioning mail in the vehicle during route delivery. "Unloading" is defined as the time associated with removal of empty equipment and supplies from the vehicle upon returning to the office, entering the building and returning the equipment and supplies to the designated location.

The reloading and unloading allowance will be 18 minutes per week. The new allowance for all routes will become effective with the beginning of the 2005 guarantee year (October 30, 2004).

Part 535.12 in the Methods Handbook PO-603, *Rural Carrier Duties and Responsibilities*, will be revised to include these changes.



Anthony J. Vegliante
Vice President
Labor Relations
U. S. Postal Service

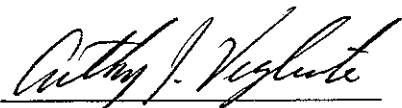


Dale A. Holton
President
National Rural Letter Carriers'
Association

Date: 11/01/04

FUTURE DEVELOPMENTS

The parties agree to establish a task force to discuss future developments that may impact the rural carrier craft, such as the Flat Sequencing System or Delivery Point Packaging. The task force will look for opportunities to enhance effectiveness and minimize adverse impacts as they relate to the rural carrier craft, to postal customers, and to the Postal Service. The task force will be established within 90 days of this agreement and will be chaired by the National Rural Letter Carriers' Association (NRLCA) President and the United States Postal Service (USPS) Vice President, Labor Relations. Task force meetings will be scheduled as needed to insure that the NRLCA is informed on future developments and has an opportunity to provide input on changes that will affect rural carriers.



Anthony J. Vegliante
Vice President
Labor Relations
U. S. Postal Service



Dale A. Holton
President
National Rural Letter Carriers'
Association

Date: 11/01/04

**RURAL CARRIER ASSOCIATE/RURAL CARRIER RELIEF SCHEDULES
STRAIGHT-TIME HOURLY WAGE RATES**

Rural carrier associate/relief straight-time hourly rates listed at page 127 will be revised as follows:

| <u>Effective Date</u> | <u>Schedule 1*</u> | <u>Schedule 2**</u> |
|--|--------------------|---------------------|
| 7) 11/27/04 (This schedule reflects the 1.3% general wage increase) | \$15.42 | \$18.71 |
| 8) 2/5/05 (This schedule reflects COLA roll-in from the 2000 Agreement) | \$16.24 | \$19.53 |
| 9) 11/26/05 (This schedule reflects the 1.3% general wage increase) | \$16.45 | \$19.78 |

An amount equal to the COLA paid to full-time rural carriers on an hourly basis under the 2004 Contract Extension will be rolled into RCA/RCR hourly rates two full pay periods after the release of the July 2006 consumer price index.

* Applies to rural carrier associates hired beginning August 24, 1991.

** Applies to rural carrier associates and rural carrier relief employees on the rolls prior to August 24, 1991.



Anthony J. Vegliante
Vice President
Labor Relations
U. S. Postal Service



Dale A. Holton
President
National Rural Letter Carriers'
Association

Date: 11/01/04