



**STEP 3 SETTLEMENT AGREEMENT**

May 29, 2026

SUBJECT: GATS# 4J24R-4J-C 26274090  
UNION# 500-426197 D21CEN  
Class Action  
ISSUE: MDD Texting/Messaging  
WI District/ WISCONSIN RAPIDS  
Finance # 569080

To: Michael C Merola  
NRLCA Executive Committeeman-Central Area  
PO Box 1466  
Torrington, CT 06790

The Wisconsin District directive to send all rural letter carrier craft employees safety related text messages of a general nature via the Mobile Delivery Device (MDD) is rescinded. Safety related text messages or alerts sent to rural letter carrier craft employees are for safety related incidents that require immediate communication with carriers. Communication regarding general safety-related topics may be included in safety/service talks given to employees.

Rural Carriers on the rolls, delivering on rural routes who received these messages will be compensated \$5.00 via a one-time lump sum GATS Payment minus applicable deductions, per carrier. The \$5.00 One-Time Lump Sum payment fully resolves this case and all cases currently pending adjudication on this issue as of the date of this signed settlement. The One-Time Lump Sum payment will be processed by the district step 2 designee.

It is further agreed that the above settlement is reached on a non-precedent basis; does not constitute a waiver of either party's position on grievances that are not resolved as part of this settlement and is not to be cited or referenced by either party in future cases.

*Margie Nielsen* 06/01/2026

Margie Nielsen (date)  
USPS Manager, Labor Relations

05/29/2026

Michael Merola (date)  
NRLCA Executive Committeeman