



# NRLCA/USPS Rural Route Dispute Process (RREDP)

1

## Highlights and Overview

1. Used for Route Evaluations under RRECS
2. Teams of Two designated at District and Area Level
  - Use Evaluation Dispute Forms 1 & 2



2

Used in lieu of the grievance procedure for disputes arising from the route evaluation under RRECS

Limited to the identified subjects outlined in the MOU

Commitment to resolve disputes and fix errors where identified



3

3

- Items that can be disputed under this process
  - 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

4

4

## RREDP – LOCAL LEVEL

- To initiate a dispute, carrier and local management rep will complete Evaluation Dispute Form-1
  - The carrier and local management representative may agree that credit is missing
    - Annotate form with local parties' agreement
    - Attach supporting documentation
- Evaluation Dispute Form-1 and relevant documents will be forwarded to Manager, District Labor Relations and NRLCA District Representative
- Examples of relevant documents: PS Form 4241-A and 4241-M, mini mail survey information, DPM/LTM printouts, etc.

5

5

## RREDP – LOCAL LEVEL

- ALL DISPUTES FILED INDIVIDUALLY
  - Example – no Safety/Service Talk time given
    - Annotate form with parties' agreement
    - Include average weekly time normally used
- Must be submitted no later than October 20, 2023
  - May be sent electronically via email
  - Must also be sent via USPS mail
  - **NO pictures accepted**

6

6

# Evaluation Dispute Form -1

- Carrier and Manager complete jointly no later than October 20<sup>th</sup>
- Identify specific PS Form 4241-A block
- Annotate any agreements reached and ensure supporting documentation attached
- Send to District Manager Labor Relations and NRLCA District Representative

**RURAL ROUTE EVALUATION DISPUTE FORM**

USE SEPARATE SHEET FOR EACH DISPUTED ITEM DATE: \_\_\_\_\_

Carrier Name: \_\_\_\_\_ Route #: \_\_\_\_\_

Management Official: \_\_\_\_\_ Title: \_\_\_\_\_

Carrier Phone: \_\_\_\_\_ Office Phone: \_\_\_\_\_

Installation: \_\_\_\_\_ Finance Number: \_\_\_\_\_

Effective Date of Evaluation: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Instructions: When the assigned carrier has identified potential errors on PS Form 4241-A, the below information will be completed by the carrier and a local management representative. Upon completion, forward this form with all relevant documents for District review.

1. In Dispute (PS Form 4241-A Field): \_\_\_\_\_
2. Carrier's Reason For Dispute:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
3. Management's Response To Dispute:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
4. Supporting Documentation (List and Attach Copies):  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Carrier Initials and Date: \_\_\_\_\_ Manager Initials and Date: \_\_\_\_\_

NOTE: THE ABOVE INFORMATION IS TO BE COMPLETED BY THE CARRIER AND INSTALLATION HEAD OR DESIGNEE. THIS FORM AND APPROPRIATE DOCUMENTATION ARE TO BE FORWARDED TO THE DISTRICT MANAGER LABOR RELATIONS AND THE NRLCA DISTRICT REPRESENTATIVE NO LATER THAN OCTOBER 20, 2023. ELECTRONIC SUBMISSIONS ARE ACCEPTABLE.

Evaluation Dispute Form - 1  
(September 2023)

7

# RREDP – Disputes & Grievances

- The RREDP will be used to resolve disputes related to the listed subjects, without the filing of grievances
- Any issues not specifically identified are challengeable through Article 15



8

8

RREDP – District Level

- District Management Representative will annotate the dispute on the Route Evaluation Dispute Log and assign a District Control Number before meeting with the NRLCA Representative
  - Log should consist of Office, Finance, Route number, ZIP Code, category of dispute, and a column for final disposition

Rural Route Evaluation Dispute Log							
Control Number	Office	Finance #	Route Number	Zip Code	Reason for Dispute	District Disposition	Date of Disposition
33573-01	Anytown	11-1234	006	33573	Missing carrier route bundle flats	Resolved - credit provided - see Form-2	5/8/2023
33573-02	Anytown	11-1234	006	33573	Missing Safety Service Talk Time	Resolved - credit provided - see Form-2	5/8/2023

- Control # should be ZIP Code plus number of dispute (first dispute would be 01, second would be 02, etc.)

9

RREDP – District Level

- District team will review all relevant factors that affect the credit associated in the PS Form 4241-A data field in dispute.
  - Ensure that the team notes any agreements annotated by the local parties
- District team will partner with local operations to include the district delivery support specialist, where needed, to obtain additional information
- 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

10

## RREDP – District Level

- If an agreement is not reached at the District level, Evaluation Dispute Form-1, Evaluation Dispute Form-2, and supporting documentation will be forwarded to the Area Director Labor Relations and the NRLCA designated representative
- Forward impasse disputes to the Area Director, Labor Relations or the designee, and the NRLCA Representative as soon as possible, but no more than 30 days of receipt at the district level

11

## RREDP – District Level

- District LR will provide control number
- Consult with operations partners when additional information is needed
- Ensure completion of the top portion of Evaluation Dispute Form – 2, providing an explanation for each decision
- Ensure a copy of the completed District Review is forwarded to the local Postmaster and NRLCA District Representative

**RURAL ROUTE EVALUATION DISPUTE - REVIEW**

Carrier Name: \_\_\_\_\_ Route #: \_\_\_\_\_  
 Management Official: \_\_\_\_\_ Title: \_\_\_\_\_  
 Installation: \_\_\_\_\_ Finance Number: \_\_\_\_\_  
 Effective Date of Evaluation: \_\_\_\_\_ District Control #: \_\_\_\_\_

**DISTRICT REVIEW**

NRLCA REPRESENTATIVE:	MANAGEMENT REPRESENTATIVE
(Print) _____	(Print) _____
(Signature) _____	(Signature) _____
DATE: _____	DATE: _____

DISPOSITION (circle one): RESOLVED NO ACTION IMPASSE

DISPOSITION EXPLANATION: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

FOR IMPASSE AT THE DISTRICT LEVEL: FORWARD TO THE AREA DIRECTOR, LABOR RELATIONS OR THEIR DESIGNEE, AND THE NRLCA REPRESENTATIVE NO LATER THAN 30 CALENDAR DAYS FROM THE RECEIPT AT THE DISTRICT OFFICE UNLESS OTHERWISE EXTENDED.

**AREA REVIEW**

NRLCA REPRESENTATIVE:	MANAGEMENT REPRESENTATIVE
(Print) _____	(Print) _____
(Signature) _____	(Signature) _____
DATE: _____	DATE: _____

DISPOSITION (circle one): RESOLVED NO ACTION IMPASSE

DISPOSITION EXPLANATION: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

FOR IMPASSE AT THE AREA LEVEL: ATTACH SEPARATE SHEETS WITH EACH TEAM MEMBER'S RECOMMENDATION NO LATER THAN 21 CALENDAR DAYS FROM THE RECEIPT AT THE AREA LEVEL UNLESS OTHERWISE EXTENDED.

CC: Local Postmaster  
 NRLCA District Representative

Evaluation Dispute Form – 2  
 (September 2023)

12

## RREDP – Area Level

- The area team will jointly review the dispute within 21 calendar days of receipt.
- The area team will either agree to a resolution, agree no action will be taken or will impasse the dispute.
- Any dispute remaining unresolved will require each team member 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

13

13

## RREDP – Area Level

- Consult with operations partner when additional information is needed
- Ensure completion of bottom portion of Evaluation Dispute Form – 2, providing an explanation for each decision
- Each party will write a recommendation for resolution for each dispute impassed

**RURAL ROUTE EVALUATION DISPUTE - REVIEW**

Carrier Name: \_\_\_\_\_ Route #: \_\_\_\_\_  
 Management Official: \_\_\_\_\_ Title: \_\_\_\_\_  
 Installation: \_\_\_\_\_ Finance Number: \_\_\_\_\_  
 Effective Date of Evaluation: \_\_\_\_\_ District Control #: \_\_\_\_\_

**DISTRICT REVIEW**

NRLCA REPRESENTATIVE:	MANAGEMENT REPRESENTATIVE
(Print) _____	(Print) _____
(Signature) _____	(Signature) _____
DATE: _____	DATE: _____

DISPOSITION (circle one): RESOLVED NO ACTION IMPASSE

DISPOSITION EXPLANATION: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

FOR IMPASSE AT THE DISTRICT LEVEL: FORWARD TO THE AREA DIRECTOR, LABOR RELATIONS OR THEIR DESIGNEE, AND THE NRLCA REPRESENTATIVE NO LATER THAN 21 CALENDAR DAYS FROM THE RECEIPT AT THE DISTRICT OFFICE UNLESS OTHERWISE EXTENDED.

**AREA REVIEW**

NRLCA REPRESENTATIVE:	MANAGEMENT REPRESENTATIVE
(Print) _____	(Print) _____
(Signature) _____	(Signature) _____
DATE: _____	DATE: _____

DISPOSITION (circle one): RESOLVED NO ACTION IMPASSE

DISPOSITION EXPLANATION: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

FOR IMPASSE AT THE AREA LEVEL: ATTACH SEPARATE SHEETS WITH EACH TEAM MEMBER'S RECOMMENDATION NO LATER THAN 21 CALENDAR DAYS FROM THE RECEIPT AT THE AREA LEVEL UNLESS OTHERWISE EXTENDED.

CC: Local Postmaster  
 NRLCA District Representative

Evaluation Dispute Form – 2  
 (September 2023)

14

