



December 7, 2011

VICE PRESIDENTS, AREA OPERATIONS

SUBJECT: Elimination of Rural Carrier Associate/Postal Support Employee  
Dual Appointments

It has been decided to end the use of Rural Carrier Associates (RCA) in dual appointment positions with all Postal Support Employees (PSE), at this time.

All employees currently in a dual appointment RCA/PSE will be given the opportunity to elect the position to which they wish to remain assigned. Following this election, management at the local level will follow the process required for a non-career separation for the position not selected. All elections must be completed and the appropriate paperwork submitted to the HRSSC no later than January 6, 2012, with January 13, 2012, as the effective date of the separation.

Please contact Bob Olohan at 202-268-3823 if you have any questions or concerns regarding this issue.

A handwritten signature in black ink, appearing to read "Dean J. Granholm", written over a large, light-colored scribble.

Dean J. Granholm

cc: District Managers