

DEAN J. GRANHOLM  
VICE PRESIDENT  
DELIVERY AND POST OFFICE OPERATIONS



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 dual appointment (RCA/PSE) will be given the opportunity to elect the