



NOTE. M-16  
REPLACED  
BY PO 407

UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, SW  
Washington, DC 20260

January 29, 1980

PO 407

ARTICLE	19
SECTION	M-16
SUBJECT	Discipline

Mr. Don Johnson  
Administrative Vice President, Clerk Craft  
American Postal Workers Union, AFL-CIO  
817 - 14th Street, N. W.  
Washington, D. C. 20005

Re: APWU - Local  
So. Jersey, NJ  
A8-E-0508/E8C2BC2097  
APWU 0508

Dear Mr. Johnson:

On January 15, 1980, we met on the above-captioned case at the fourth step of the contractual grievance procedure set forth in the 1978 National Agreement.

During our discussion, we concluded that at issue in this grievance is whether Part 646 of the M-16 allows management the right to automatically discipline all employees who fail to meet keying or accuracy requirements without considering reassigning, demoting or retraining the employees.

After reviewing the information provided, it is our position that the spirit and intent of Part 646 and Chapter 7 of the M-16 is that each employee's situation will be evaluated on a case-by-case basis.

Accordingly, in full settlement of this grievance, local management is instructed to treat each employee's situation on a case-by-case basis and to consider each of the options, including reassigning, demoting or retraining, prior to making a final determination.

Please sign the attached copy of this letter as your acknowledgment of the final settlement of this case.

Sincerely,

Daniel A. Kahn  
Daniel A. Kahn  
Labor Relations Department

Don Johnson  
Don Johnson  
Administrative Vice President,  
Clerk Craft  
American Postal Workers Union



UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, SW  
Washington, DC 20260

ARTICLE	19
SECTION	77-16
SUBJECT	EDITS-
	<i>Copies of letters</i>

JUN 8 1984

Mr. Kenneth D. Wilson  
Assistant Director  
Clerk Craft Division  
American Postal Workers  
Union, AFL-CIO  
817 - 14th Street, N.W.  
Washington, D.C. 20005-3399

Re: Class Action  
North Suburban, IL 60199  
H1C-4A-C 26751

Dear Mr. Wilson:

On May 11, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

This grievance involves management's refusal to make copies of letters used for EDITS.

During our discussion, we agreed to resolve this case based on our finding that no contractual violations resulted from conduct of the EDITS involved in this case.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to resolve this case.

Sincerely,

*Margaret H. Oliver*

Margaret H. Oliver  
Labor Relations Department

*Kenneth D. Wilson*

Kenneth D. Wilson  
Assistant Director  
Clerk Craft Division  
American Postal Workers  
Union, AFL-CIO