



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

May 5, 1983

Mr. John A. Morgen
Director, Clerk Division
American Postal Workers
Union, AFL-CIO
817 - 14th Street, N.W.
Washington, D.C. 20005-3399

ARTICLE	28
SECTION	
SUBJECT	DISCIPLINE
	AT POLICY -
	SHORTAGES

Re: APWU - Local
Hialeah, FL 33010
H1C-3W-C 8646

Dear Mr. Morgen:

On April 3, 1983, we met to rediscuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

In full settlement of this grievance, it is agreed that:

1. The April 29, 1982, policy concerning discipline for fixed credit shortages shall be rescinded.
2. Whether discipline is warranted for a fixed credit shortage shall be determined by application of the "just cause" principle on a case-by-case basis.
3. If any discipline has occurred as a result of this policy, it shall be reviewed to determine if "just cause" existed for the discipline which was instituted.
4. The provisions of Articles 16 and 28 and the F-1, Financial Handbook, clearly notate the procedures for discipline and fixed credit accountability.

Mr. John A. Morgen

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

Sincerely,

Daniel A. Kahn
Daniel A. Kahn
Labor Relations Department

John A. Morgen
John A. Morgen
Director, Clerk Division
American Postal Workers
Union, AFL-CIO