

DATE	9
SECTION	
SUBJECT	ATTENDANCE

**MEMORANDUM OF AGREEMENT
BETWEEN THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO
AND THE
UNITED STATES POSTAL SERVICE**

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In full and complete settlement of the issue of step increase deferrals resulting from poor attendance, as raised in national level grievance H1C-NA-C-10, the parties collectively agree:

Existing instructions clearly provide that repeated, and/or continuous lack of cooperation, poor attendance, failure to produce acceptable work or other similar characteristics, even after individuals have been subjected to discussion of deficiencies during the waiting period, is the basis for determining whether or not an employee's rating is unsatisfactory to receive a step increase. However, an overt act of misconduct, including attendance deficiencies for which an employee has been subjected to discipline, does not, in and of itself, demonstrate that an employee has "repeatedly and/or continually" failed to meet the requirements of the position throughout the waiting period and such an overt act, in and of itself, would not provide a basis for withholding a step increase.

It is further agreed that the determination to grant or deny a step increase rests on the individual fact circumstances present in each instance and must be adjudged accordingly.

In witness whereof the parties hereto affix their signatures below this 14 day of December 1982.

FOR THE
UNITED STATES POSTAL SERVICE:

FOR THE
UNIONS:

W. E. Henry Jr.
William E. Henry, Jr.
Director
Office of Grievance and
Arbitration
Labor Relations Department

William Burrus
William Burrus
Executive Vice President
American Postal Workers
Union, AFL-CIO

Francis J. Conners
Francis J. Conners
Vice-President
National Association of
Letter Carriers, AFL-CIO