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

November 5, 1982

ARTICLE 14
SECTION
SUBJECT TIES
BULLETIN CLERK

Mr. John A. Morgen
Director, Clerk Division
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

Art. 14, 25

Re: APWU - Local
Oklahoma City, OK 73125
H1C-3T-C-5920

Dear Mr. Morgen:

On September 16, 1982, we met to discuss 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.

The question raised in this grievance involved whether employees ineligible for uniform allowances can be required to wear ties when assigned to window service duties. If so, can they be required to wear ties furnished by the Postal Service when they do not have their own ties?

In this case, local management issued instructions concerning appropriate attire for retail sales personnel. The instruction, in part, outlined attire to be worn by male employees ineligible for uniform allowances, i.e., button type shirt (with tie, preferably,) and dark dress trousers. The instruction stated that management preferred that these items be worn. Ties were purchased locally and furnished to each retail unit for use by employees when they did not have ties at work. The Union contends that non-uniformed employees are not required to wear ties while assigned to window duties.

During our discussion, we agreed to resolve this matter based on our understanding of Part 582.11, ELM, which stipulates when a prescribed uniform is to be worn. We further agreed that in instances when employees are ineligible for uniform allowances, they are only responsible for being adequately and properly attired when assigned to window duties.