



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

JUL 10 1980

ARTICLE	14
SECTION	
SUBJECT	HAIR, LENGTH
	LSM

Mr. Gerald Anderson  
Executive Aide, Clerk Craft  
American Postal Workers Union, AFL-CIO  
817 - 14th Street, NW  
Washington, DC 20005

Re: APWU - Local  
Jacksonville, FL  
A8-S-0751/S8C3WC14477  
APWU - 0751

Dear Mr. Anderson:

On July 1, 1980, we met with you 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.

During our discussion, we concluded that at issue in this grievance is whether management was being arbitrary and unreasonable when they issued instructions forbidding letter sorting machine operators from wearing their hair below shoulder length.

After reviewing the information provided, it is our position that management's actions are not arbitrary and unreasonable. Further, they are within the spirit and intent of Article XIV of the National Agreement. Shoulder length hair is obviously a safety hazard around moving machinery. In my opinion, there is no need for a study to determine this.

The hazard, if not so obvious on the front of the machine, is certainly magnified when the employee rotates to the back of the machine, and this occurs numerous times per day.