



UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW
Washington, DC 20260

September 14, 1983

ARTICLE	15
STEP	2
<i>Settlement</i>	
OFFER STEP 2	

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

Re: APWU - Local
Santa Ana, CA 92711
HLC-5G-C 10661

Dear Mr. Wilson:

On August 24, 1983, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether management was proper in offering a resolution to a grievance that included a stipulation that the grievant would withdraw all other administrative appeals (EEO, MSPB, NLRB).

After further review of the matter, we agreed that there was no national interpretive issue fairly presented as to the meaning and intent of Article 15 of the National Agreement.

The parties at this level agree that either party can make settlement offers at the various levels of the grievance procedures. These offers may include the disputed stipulations; however, the union and/or grievant is free to decline or counter such offers. Neither party should attempt to coerce the other party into an unfair, unreasonable or inappropriate settlement. The union may pursue any grievance to the full limit of the provisions of Article 15 of the National Agreement.

Accordingly, we agreed to consider this grievance closed.