

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
AMERICAN POSTAL WORKERS UNION, AFL-CIO

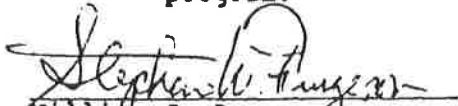
When the Modified Article 15 test program is terminated in a particular test site, the following procedures have been agreed upon:


- 1) An expiration date will be agreed upon locally;
- 2) All grievances pending in the Modified Article 15 process shall be decided by the appropriate management official(s) under that process. Any appeals from adverse decisions shall be processed pursuant to the regular contractual procedure.  
For example:


<u>Modified Article 15</u>	<u>Current Article 15</u>
Step 1 decision to-----	Step 2
Step 1a decision to-----	Step 2
Step 2 decision to-----	Step 3

- 3) Unless the local parties otherwise agree, those arbitration appeals already scheduled under the Modified Article 15 process will be heard as scheduled. All other grievances pending arbitration shall be forwarded to the region for logging by appeal date on the register of pending cases for regular regional or expedited panels, as appropriate.
- 4) All Step 1 grievances filed after the date of termination from the Modified Article 15 process shall be in accordance with the regular contractual procedure.

- 5) Postal and Union officials designated by the parties will meet at the regional level to determine future use of arbitrators certified under the pilot program.

  
William J. Downes  
Director  
Office of Contract  
Administration  
Labor Relations Department

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

 DATE 4/3/96

DATE 4/4/96