


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

The parties agree that the effective date for implementing the new language in Article 16, Section 4 of the 1998 National Agreement will be July 12, 1999. Suspensions of fourteen (14) days or less issued prior to July 12, 1999 are subject to, and will be administratively handled in accordance with the terms of Article 16 of the 1994 National Agreement. Any suspension issued on or after July 12, 1999 is subject to and will be administratively handled in accordance with the terms of Article 16 of the 1998 National Agreement.

The following applies to a suspension issued on or after July 12, 1999 in circumstances where the employee is to serve the suspension (in whole or in part):


- When a suspension is issued and no timely grievance is filed at Step 1, the employee will be informed that he/she will be suspended after ten (10) calendar days from expiration of the Step 1 time limits.
- When a suspension is issued and the parties agree to a grievance resolution that calls for the employee to serve all or part of the suspension, the employee will be informed that he/she will be suspended after ten (10) calendar days from the date of the settlement, unless the parties otherwise agree.
- When a suspension is issued, grieved without resolution, and the union does not appeal to the next level of the grievance-arbitration procedure, the employee will be informed that he/she will be suspended after ten (10) calendar days from the expiration of the relevant time limit for appeal.
- When a suspension is issued and upheld by an arbitrator (in whole or in part), the employee will be informed that he/she will be suspended after ten (10) calendar days from the date the local parties receive the arbitration award.

The above applies solely to suspensions issued under Article 16, Section 4.



Doug A. Tulino
Manager
Labor Relations Policies and Programs

Date: 6/10/99



Greg Bell
Director, Industrial Relations
American Postal Workers Union,
AFL-CIO

Date: 6/10/99