

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

**Re: Telephonic and Electronic Step 3 Discussions and Direct Appeal Reviews**

The national parties agree that the provisions of the Collective Bargaining Agreement permit either party's representative to engage in telephonic and electronic means of communication to facilitate Article 15, Section 2, Step 3 (b) discussions as well as direct appeal reviews.

No adverse inference will be drawn by either party or an arbitrator as a result of telephonic and/or electronic discussion and reviews. These discussions and reviews will have the same contractual force and effect as if the parties had met in person.

This agreement shall be without precedent as to any other dispute now pending or to arise in the future between and among these parties and cannot be cited by either party in any forum for purposes other than enforcing or interpreting the provisions contained herein.



Doug A. Tulino  
Vice President  
Labor Relations  
U.S. Postal Service



William Burrus  
President  
American Postal Workers Union,  
AFL-CIO

4/24/09  
Date