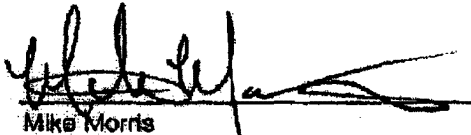


MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
AMERICAN POSTAL WORKERS UNION, AFL-CIO

**RE: Step 1 Discussion**

The intent of the parties is to resolve cases at the lowest possible level whether it is done by telephone, in person, or through electronic communication. Normally, the parties will meet on Step 1 grievances in person; however, a request by either party to accommodate the process by discussing a Step 1 grievance by telephone should not be unreasonably denied. Whenever possible, facilitation of the Step 1 discussion and possible resolution through means of telephonic or electronic communication and/or information sharing is encouraged.



Mike Morris  
Director, Industrial Relations  
American Postal Workers Union, AFL-CIO



Michael R. Miakar  
Manager, Field Labor Relations  
United States Postal Service

Date: June 5, 2013