

MEMORANDUM OF UNDERSTANDING

It is hereby agreed by the United States Postal Service (herein USPS), the American Postal Workers Union, AFL-CIO (herein APWU) and the National Post Office Mail Handlers, Watchmen, Messengers and Group Leaders Division of the Laborers' International Union of North America, AFL-CIO (herein Mail Handlers Union) that Article XV, Grievance-Arbitration Procedure of the 1973 National Agreement shall be implemented in following manner:

In circumstances where USPS, APWU and Mail Handlers Union are in dispute over the appropriateness of a USPS work or jurisdictional assignment to a bargaining unit represented by either the APWU or Mail Handlers Union and either of the two Unions appeals an adverse decision involving such a dispute to Step 4 (national level), or either of the two Unions initiates such a grievance at the national level without going through the preceding steps, the USPS will invite both APWU and the Mail Handlers Union to the Step 4 meeting held in the matter. Each of the said three parties at the Step 4 meeting shall be a full participant at the Step 4 meeting in an attempt to resolve such grievances.

In the event the parties are not able to resolve such grievances at the Step 4 meeting, USPS will issue a decision within fifteen (15) days. Such decision shall be in writing stating the reasons therefor. Either of the two Unions shall be entitled, as an aggrieved party, to request, within thirty (30) days, that such a matter be processed under the arbitration procedure of Article XV of the National Agreement; the request of only one of the two Unions shall be required to institute the arbitration procedure. In the event an arbitration hearing is held, USPS, APWU and Mail Handlers Union will participate in the arbitration proceeding as full parties. If either of the two Unions fails to appear and/or participate in the arbitration as a party, such non-participating Union agrees that it will be bound by the arbitrator's decision to the same extent that it would have been bound if it participated fully in the arbitration proceeding.

In witness whereof the
Parties hereto affix their
signatures below:

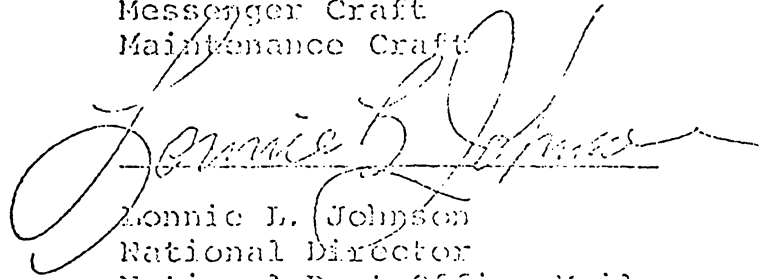
December 1973.



Francis S. Filbey
General President
American Postal Workers Union,
AFL-CIO
Clerk Craft

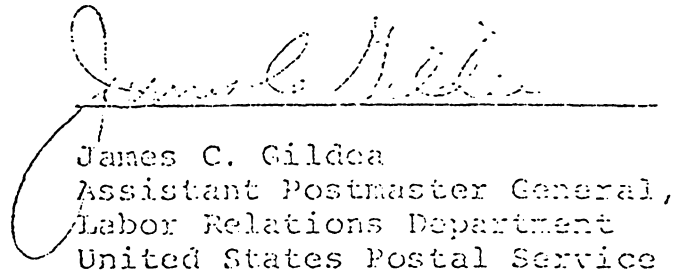
Motor Vehicle Craft
Special Delivery
Messenger Craft
Maintenance Craft

December 14, 1973



Lonnie L. Johnson
National Director
National Post Office Mail
Handlers, Watchmen,
Messengers and Group Leaders
Division of the Laborers'
International Union of
North America, AFL-CIO

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James C. Gildea
Assistant Postmaster General,
Labor Relations Department
United States Postal Service