

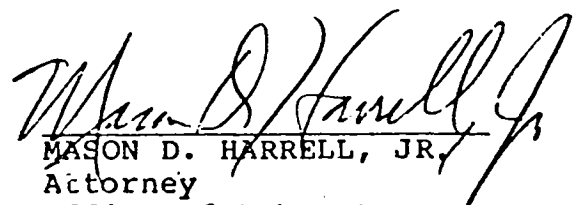
SETTLEMENT AGREEMENT

The American Postal Workers Union and the Postal Service agree to settle Grievance A8-W-0052 on the following basis:

1. The Postal Service acknowledges that "discussions" referred to in the second unnumbered paragraph at the beginning of Article XVI are not disciplinary in nature and should not be referenced in letters of warning. Should a letter of warning contain a reference to a discussion, the employee or the Union may object to the reference, and the Postal Service will reissue the letter after removing the reference.

2. The Union withdraws its request for arbitration in Case No. A8-W-0052.

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