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UNITED STATES POSTAL SERVICE
Labor Relations Department
475 L'Enfant Plaza, SW
Washington, DC 20260-4100

November 5, 1987

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OFFICE OF
EXECUTIVE VICE PRESIDENT

Mr. Moe Biller
President
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, D.C. 20005-4107

Dear Mr. Biller:

During the recently concluded negotiations effort, we agreed to allow employees eligible for work clothes and contract uniforms the opportunity to purchase and be reimbursed for footwear under the Uniform Allowance Program.

This agreement has left employees eligible for the window clerk allowance as the only uniformed group of employees in the APWU bargaining unit not eligible to purchase footwear. This matter was addressed by the Joint Labor-Management Uniform Control Committee and they have recommended that current regulations be modified to provide that window clerks who have been in the uniform program as a window clerk for at least two years shall be eligible to purchase footwear through the program.

This recommendation recognizes the need for newly eligible employees to direct all of their allowance to those items which are highly visible and most important to supporting a professional image to the customer. It also recognizes that after a number of years in the program, an employee begins to build up a supply of clothing and can afford to divert some of the allowance to other less visible items such as footwear. This does not, however, diminish the employee's individual responsibility to maintain a professional appearance at all times while on duty.

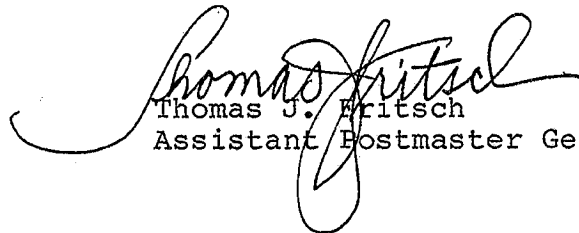
Enclosed is a copy of the proposed Postal Bulletin notice that will announce this change to the program.

Mr. Biller

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If you have any questions regarding the foregoing, please contact Frank Jacquette (268-3811) at your convenience.

Sincerely,


Thomas J. Fritsch
Assistant Postmaster General

Enclosure

cc: Mr. Dunn, NALC

UNIFORM PROGRAM - FOOTWEAR FOR WINDOW CLERKS

Effective December 1, 1987, window clerks who have completed at least two years in the uniform allowance program as a window clerk, are eligible to purchase footwear through the Uniform Allowance Program. (As an example: if a clerk first became eligible for the window clerk allowance on January 2, 1986, they would be eligible to purchase footwear beginning on January 2, 1988. Time spent in other programs does not count toward the two years). If a break in eligibility occurs, a new two year period will start only if the employee is again eligible for the additional first year allowance (see ELM 585.24).

All footwear purchased must meet USPS specifications and be identified by the green and black "SR/USA" tag sewn on the side of the shoe.

Labor Relations Department