

Mr. William Burrus
 Executive Vice President
 American Postal Workers
 Union, AFL-CIO
 1300 L Street, N.W.
 Washington, DC 20005-4128

Re: HOC-NA-C 19020
 Q90C-4Q-C 93044076

Dear Mr. Burrus:

Recently we met in a pre-arbitration discussion of the above cases.

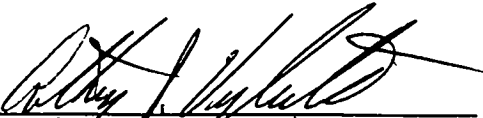
The issue in these cases is whether management violated Article 19 of the National Agreement in the issuance of the 1993 revision of Section 880 of the Employee and Labor Relations Manual regarding smoking.


We mutually agree that consistent with the provisions of Section 880 of the Employee and Labor Relations Manual, smoking is prohibited in all postal facilities. However, safety and health committee union representatives shall participate in the selection of designated smoking areas on postal property outside of postal facilities, where designation of such smoking areas is feasible. In those installations that do not have a safety and health committee, the union president shall participate in the selection of designated smoking areas. Employee convenience, safety, health, housekeeping, and public access will be considered in the identification of designated smoking areas.

This settlement resolves all locally filed grievances and cases pending with the National Labor Relations Board relating to the smoking policy.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to settle these cases, withdrawing case number HOC-NA-C 19020 and Q90C-4Q-C 93044076.

Sincerely,


 Anthony J. Vegliante
 Manager
 Grievance and Arbitration
 Labor Relations


 William Burrus
 Executive Vice President
 American Postal Workers
 Union, AFL-CIO

Date: 3-21-95

Employee and Labor Relations Manual Revision

The Environmental Protection Agency (EPA) recently announced the results of a study that concluded that exposure to "secondhand" cigarette smoke is causally associated with lung cancer and other adverse health effects. The report labels environmental tobacco smoke as a known human carcinogen.

Present U.S. Postal Service policy allows smoking only in strictly defined and designated areas. However, in light of these recent findings, and to ensure the safety and health of Postal employees, Subchapter 880 of the Employee and Labor Relations Manual is revised as follows:

880 SMOKING

881 Definition

Smoking is defined as having a lighted cigar, cigarette, pipe, or other smoking material.

882 Policy

Smoking is strictly prohibited in all buildings or office space (including service lobbies) owned or leased by the U.S. Postal Service. There will be no indoor smoking permitted by any occupant of such space. Local managers, with input from employee representatives, may decide whether or not to permit smoking in designated outdoor locations on Postal Service property.

Existing mention of the smoking policy in manuals and official instructions will be updated to reflect this new policy. Questions should be referred to local Human Resources managers.