

UNITED STATES POSTAL SERVICE  
475 L'ENCLAVE PLAZA SW  
WASHINGTON, DC 20260

Mr. Robert L. Tunstall  
Director  
Clerk Craft Division  
American Postal Workers  
Union, AFL-CIO  
1300 L Street, N.W.  
Washington, DC 20005-4128



Re: H4T-5D-D 15115  
Local  
Seattle WA 98134

Dear Mr. Tunstall:

Recently we met in a prearbitration discussion of the above-referenced case.


The issue in this case is whether management violated the National Agreement by listing disciplinary actions over two years old as aggravating factors on a notice of proposed removal, even though the employee had received no discipline for a period of two years.

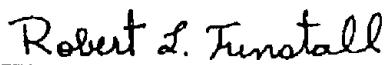
After reviewing this matter, the parties mutually agreed that, in accordance with Article 16, Section 10, "records of a disciplinary action against an employee shall not be considered in any subsequent disciplinary action if there has been no disciplinary action initiated against the employee for a period of two years."

Therefore, such records of disciplinary action should not be cited in a notice of proposed removal. However, the Postal Service is not precluded from introducing such prior disciplinary action for purposes of rebuttal or impeachment in the grievance procedure, in arbitration, or in other forums of appeal.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to close case H4C-5D-D 15115 and remove it from the pending national arbitration listing.

Sincerely,

  
Anthony J. Vegliante  
Manager  
Grievance and Arbitration  
Labor Relations

  
Robert L. Tunstall  
Director  
Clerk Craft Division  
American Postal Workers  
Union, AFL-CIO

Date: 9-7-93