



Mr. Leo J. Root
Director of Labor Relations
National Rural Letter Carriers'
Association
1630 Duke Street, 4th Floor
Alexandria, VA 22314-3465

Re: C91R-4C-C 96027479
CLASS ACTION
ERIE, PA 16515-9998

Dear Mr. Root:

On several occasions, the most recent being December 9, 1996, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether management violated Article 16 of the National Agreement when the Erie District posted a January 9, 1996 notice concerning Safety Performance and specific discipline that will be initiated for certain unsafe acts.

During our discussion, we mutually agreed that the following will constitute full and complete settlement of this grievance:

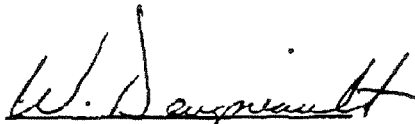
The January 9, 1996 notice suggests specific degrees of discipline for certain offenses. The notice is intended to forewarn bargaining unit employees that failure to take precautions to prevent roll-away and run-away vehicle accidents will be dealt with severely. The parties recognize that each offense must be viewed on its own merit and mitigating circumstances may cause the penalty to be less than suggested to meet the test of just cause pursuant to Article 16 of the National Agreement. The January 9, 1996 notice does not affect the Federal Employees' Compensation Act (FECA).

D-46.71

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Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case.

Sincerely,



William Daigneault
Contract Administration
(NALC/NRLCA)
Labor Relations



Leo J. Root
Director of Labor Relations
National Rural Letter Carriers'
Association

Date: 1/3/97