



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

Re: H95R-4H-C 96033543  
CLASS ACTION  
TAMPA, FL 33630-9998

Dear Mr. Root:

On several occasions, the most recent being May 31, 1996, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns a local safety policy letter dated January 22, 1996.

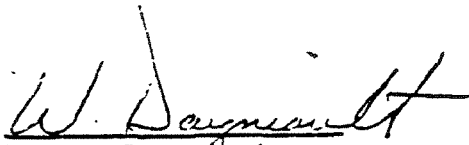
During our discussion, we mutually agreed that the following will constitute full and complete settlement of this grievance:

When safety rule violations occur, managers and supervisors have several alternative corrective measures at their disposal. Correction of safety rule violations, whether by discipline or other alternatives, should not be predicated on whether an accident happened but rather on a factual determination that improper conduct occurred. Any disciplinary action taken must be for just cause pursuant to the provisions of Article 16 of the National Agreement.

The above understanding is applied to the local safety policy letter in question.

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: 8/23/96