

LABOR RELATIONS



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

Subject: Case No. H0C-NA-C 26

Dear Bill:

Recently, we met to discuss the implementation of Arbitrator Dobranski's award in Case Number H0C-NA-C 26. The parties have agreed to the following as a final and binding resolution of all issues regarding the implementation of the "new steps" created by the June 12, 1991 Interest Arbitration Award and the interpretation and application of the October 12, 1999 award in Case H0C-NA-C 26.

A list of affected employees who were promoted and placed in an incorrect step has been developed and furnished to the APWU at the national level. We have agreed that this list contains the names of all employees entitled to compensation under this settlement. No payments are authorized for individuals not listed on this printout.

The salary history of each employee on the above list who was on the rolls as of the date of Arbitrator Dobranski's award will be recalculated as if the employee had not been placed in the lower step following a promotion. The dollar difference between the actual and recalculated earnings will be identified. This difference will then be compared to any "promotion pay anomaly" payments received by the employee for the same time period. If the recalculated earnings are greater than the "promotion pay anomaly" payment total, the employee will be paid the difference, subject to appropriate payroll deductions, as an adjustment to the employee's regular paycheck. Negative balances will be automatically waived.

Form 50 changes will be made to reflect the above and the employee will be placed in the step the employee otherwise would have attained. It is anticipated that the Form 50 changes will be completed June 16 and that payment will be made in the check for pay period 19, which ends September 8, 2000.

Implementation of this award will be coordinated at the national level. A national Administrative Dispute Resolution Committee will be established to help resolve disputes that arise out of the implementation of this award. No individual grievances will be filed or processed concerning implementation of the award.

The above is a final and complete settlement of all issues relating to implementation of the award in Case No. H0C-NA-C 26.

Sincerely,

Ed Ward

Edward F. Ward, Jr.
Manager
Collective Bargaining and Arbitration
Labor Relations

William Burrus

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

Dated: May 23, 2000

LABOR RELATIONS



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

Subject: Additional agreement for Case H0C-NA-C 26

Dear Bill:

This is to confirm our agreement concerning a limited number of additional grievances filed and held in abeyance pending the outcome of Case H0C-NA-C 26. These grievances involve employees who worked higher level assignments and were paid higher level as if they had been placed in an incorrect lower step. Because these employees were not promoted, their names do not appear on the list of employees who were promoted and placed in an incorrect step. Those grievances currently in the system involving this higher level issue will be identified and the names and social security numbers of the grievants forwarded to the national level for resolution consistent with the award of Arbitrator Dobranski identified above. This understanding applies only to grievances in the system as the date of Arbitrator Dobranski's award on this subject.

The parties have further agreed that this document shall not be publicized, except to enforce its terms, and will not be viewed as a precedent for any purpose whatsoever.

Sincerely,

Handwritten signature of Edward F. Ward, Jr. in cursive.

Edward F. Ward, Jr.
Manager
Collective Bargaining and Arbitration
Labor Relations

Handwritten signature of William Burrus in cursive.

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

Dated: May 23, 2000