



SENIOR ASSISTANT POSTMASTER GENERAL
Employee and Labor Relations Group
Washington, DC 20260

May 15, 1981

Dear Mr. Sombrotto:

This is in response to your April 15, 1981 correspondence which referenced my memorandum of April 7, 1980, concerning discipline for safety rule violations.

I appreciate and share your concern for proper and effective use of discipline. Based on some of the examples you provided, we must agree that discipline did not appear appropriate. Those letters, however, which cited safety rule violations were a correct application of the disciplinary procedure.

Accordingly, additional guidance is being provided to the field to reemphasize that accidents or compensation claims are not in themselves an appropriate basis for discipline. However, employee actions which violate Postal Service safety rules or regulations are to be treated with appropriate disciplinary action.

Sincerely,



Carl C. Ulsaker

Mr. Vincent R. Sombrotto
President
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Carriers
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