

May 15, 1981

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Discipline for Safety Rule Violations

**Regional Directors
Employee and Labor Relations
All Regions**

Reference is made to my memorandum of April 7, 1980, copy attached. Article XVI of the National Agreement clearly makes disciplinary action appropriate for safety rule violation(s). Additionally, Sub-chapter 650 of the Employee and Labor Relations Manual establishes that non-bargaining employees are not exempt from discipline, when warranted.

However, it must be fully understood that postal policy prohibits taking any action which discourages the reporting of an accident or the filing of a claim for compensable injury with the Office of Workers' Compensation Programs.

In a safety connected disciplinary situation the actions of a manager, supervisor, or employee which violate postal service safety rules or regulations must be cited. Such disciplinary actions are independent of whether or not an accident is involved.

Supervisors and managers are always expected to take effective action to correct unsafe practices. Our safety and health program cannot be effective without this supervisory and management attention.

Please share this memorandum with district and local offices within your regions.

(Signed) Carl C. Ulsaker

**Carl C. Ulsaker
Senior Assistant Postmaster General
Employee and Labor Relations Group**

Attachment