

LABOR RELATIONS

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JUN 3 1997

**CONTRACT ADMINISTRATION UNIT
N.A.L.C. WASHINGTON, D.C.**

Mr. Vincent Sombrotto
President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001-2197

Re: D94N-4D-C 97027016 CLASS ACTION CHAPEL HILL, NC 27514-9998	D94N-4D-C 97027015 CLASS ACTION ROCKY MOUNT, NC 27801-9998
D94N-4D-C 97027011 CLASS ACTION GREENSBORO, NC 27420-9998	D94N-4D-C 97027003 CLASS ACTION ROCKY MOUNT, NC 27801-9998

Dear Mr. Sombrotto:

On May 7, 1997, I met with your representative to discuss the above-captioned grievances at the fourth step of our grievance-arbitration procedure.

The issue in these listed grievances involves discipline issued to carriers based on various safety infractions. Is local management in violation of the National Agreement when it issued a local safety policy and subsequent stand-up talks?

The parties agreed that no national interpretive issue is fairly presented in these cases.

The parties agree that management has the right to articulate guidelines to its employees regarding their responsibility concerning issues relating to safety. However, the parties also mutually agree that local accident policies, guidelines, or procedures may not be inconsistent or in conflict with the National Agreement. Discipline imposed for cited safety rule violations must meet the "just cause" provisions of Article 16 of the National Agreement. Further, administrative action with respect to safety violations must be consistent with Articles 14 and 29.


Accordingly, the parties agreed to remand these cases to Step 3 for application of the above understanding and further processing, including arbitration, if necessary.

Please sign the attached copy of this decision as your acknowledgment of agreement to remand these cases.


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Time limits were extended by mutual consent.

Sincerely,



Nora A. Becker
Grievance and Arbitration
Labor Relations



Vincent R. Sombrotto
President
National Association of Letter
Carriers, AFL-CIO

Date: 6/18/97