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**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: Q94N-4Q-C 96091698
CLASS ACTION
WASHINGTON, DC 20260-4100

Dear Mr. Sombrotto:

On November 15, 1996, I met with your representative, William Dunn, to discuss the above-captioned grievance at the fourth step of our grievance-arbitration procedure. During our discussion, we agreed that no national interpretive issue is fairly presented in this case.

It is the parties' mutual understanding that the intent of the STOP Safety Program is to focus on educating and training employees on safe work habits and to observe and identify unsafe practices and deficiencies, as well as to correct those unsafe practices and deficiencies. Its focus is not to promote discipline. Administrative action with respect to safety violations must be consistent with Articles 14 and 29.

The parties have previously agreed that local accident policies, guidelines, or procedures may not be inconsistent or in conflict with the National Agreement; hence, any discipline taken must meet the "just cause" provisions of Article 16.


It was further agreed that, to the extent that the use of the "STOP" slogan on the memos produced by the union in discussion of this grievance may lead to a mistaken impression that the policies in question are part of the STOP Program, use of the slogan "Stop for Safety" should be discontinued on those documents.

Those cases dealing with conflicting local variances to the Program should be dealt with on a case-by-case basis at the Step 3 level. In view of the above, the parties agree to close the case in this matter.


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Please sign and return the enclosed copy of this decision as your acknowledgement to close this case.

Sincerely,



Nora A. Becker
Grievance and Arbitration
Labor Relations



Vincent R. Sombrotto
President
National Association of
Letter Carriers, AFL-CIO
Date: 1/28/97