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N.A.L.C. WASHINGTON, D.C.

Mr. Vincent Sombrotto  
President  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001-2144

Re: B94N-4B-C 99245228  
Class Action  
New-Haven, CT 06511-9998

Dear Mr. Sombrotto:

On several occasions, the most recent on April 10, 2000, I met with your representative to discuss the above-captioned case, at the fourth step of our contractual grievance procedure.

The issue in this grievance concerns management's issuance of a revised Zero Deviation Policy— Failure to Follow Proper Dismount Procedures.

As a result of our discussions, the parties agreed that no national interpretive issue is fairly presented in these cases. The parties have previously agreed in numerous Step 4 agreements that discipline issued to carriers based on various safety infractions does not pose an interpretive issue and that management has the right to articulate local accident policies, guidelines, or procedures to employees provided they are not inconsistent or in conflict with the National Agreement. Additionally the national parties have historically agreed that disciplinary actions must be in accordance with Article 16.

Accordingly, the parties agreed to remand this case to the parties at Step 3 for further processing, including arbitration.

Time limits at Step 4 were extended by mutual consent.

Sincerely,

Nora A. Becker  
Labor Relations Specialist  
Labor Relations Policies  
and Programs

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

Date: 4-25-2000

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