



M-01420

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

RECEIVED

MAY 20 1999

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

Re: D94N-4D-C 98098424  
CLASS ACTION  
GREENSBORO, NC 27420-9998

D94N-4D-C 96038835  
CLASS ACTION  
ROCK HILL, SC 29730-9998

D94N-1D-C 99009017  
KELLY, R  
CHARLOTTE, NC 28228-9998

Dear Mr. Sombrotto :

On January 14, 1999, and on several occasions thereafter, I met with your representative to discuss the above-captioned grievances at the fourth step of our contractual grievance procedure.

This Step 4 Agreement between the parties rescinds and replaces management's April 19, 1999, denial of the above-referenced grievances.

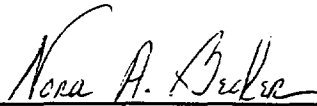
As a result of our discussions, the parties agreed that no national interpretive issue is fairly presented in these cases.

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. In those Step 4 agreements, the parties have also agreed that management has the right to articulate local accident policies, guidelines, or procedures to its' employees concerning safety issues, as long as they are not inconsistent or in conflict with the National Agreement. The parties have also agreed that administrative action with respect to safety violations must be consistent with Articles 14 and 29. They have historically agreed that disciplinary actions must be in compliance with Article 16.

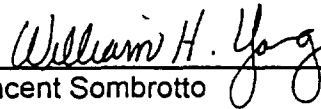
Accordingly, the parties agreed to remand these cases to the parties at Step 3 for further processing and application of the provisions of Article 29 and the Joint Contract Administration Manual (JCAM) pages 29-1 through 29-4, including arbitration, if appropriate.

Time limits were extended by mutual consent.

Sincerely,



Nora A. Becker  
Grievance and Arbitration  
Labor Relations



Vincent Sombrotto  
President  
National Association of Letter Carriers  
AFL-CIO

Date: 6/15/99