



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

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APR 17 2001

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

Re: D94N-4D-C 98081122  
 Class Action  
 Burlington, NC 27215-9998

D98N-4D-C 00165051  
 Class Action  
 High Point, NC 27260

D94N-4D-C 97075684  
 Class Action  
 Hickory, NC 28603-9998

Dear Mr. Sombrotto:

Recently, our representatives met in prearbitration discussions on the above-referenced cases.

The issue in these cases is an "Accident Repeater" program that is in effect in several districts.

After reviewing this matter, we mutually agreed that while no national interpretive issue is fairly presented in these cases, we resolve them as follows:

The focus of the "Accident Repeater" program is on identifying unsafe practices and deficiencies; its focus is not to promote discipline. Any 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, programs, or procedures may not be inconsistent or in conflict with the National Agreement; hence, any discipline must meet the "just cause" provisions of Article 16, and those cases dealing with conflicting local variances should be dealt with on a case by case basis at the local level.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to settle these cases, removing them from the national arbitration listing.

Sincerely,

Doug A. Tulino  
 Manager  
 Labor Relations Policies  
 and Programs

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 President  
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