

LABOR RELATIONS



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

Re: K94N-4K-C 99228226
CLASS ACTION
SALISBURY, MD 21801-9998

H94N-4H-C 99239025
CLASS ACTION
CLARKSDALE, MS 38614-9998

Dear Mr. Sombrotto:

Recently, in a prearbitration meeting our representatives discussed the above-referenced grievances.

The issue in these cases is whether letter carriers are prohibited from wearing "union campaign/negotiations buttons," on their uniforms.

In accordance with Section 933.72 of the ELM, "Except as indicated below, other insignia may not be worn with the uniform." In accordance with Section 933.84 of the ELM, the September 1, 1998 memo from then Senior Vice President of Labor Relations, John E. Potter, provided an exception to the language contained in Section 933.72 of the ELM, allowing buttons to be worn on the uniform when out of public view, during that negotiation period.

The parties agree that during union elections and the bargaining period for National Negotiations, exceptions will normally be granted, as follows:

Employees in uniform may wear buttons on their uniforms when they are not in the performance of their duties in the public's view, and provided the message on the button is not insulting, disruptive, or otherwise inappropriate.

Accordingly, the parties agreed to remand these cases to the parties at Step 3 for application of the foregoing.

Time limits at Step 4 were extended by mutual consent.

Sincerely,



Doug A. Tulino
Manager
Labor Relations Policies and Programs



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

Date: 6-26-02