

LABOR RELATIONS



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

Re: H94N-4H-C 99238933  
 OWEN, MEGAN  
 VENICE, FL 34285-9998

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.


It is further agreed that there was no evidence in the Venice, FL case to establish that the button at issue was insulting, disruptive or 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,

  
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 Doug A. Tulino  
 Manager  
 Labor Relations Policies and Programs

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

Date: 6-26-02