

**IMPLEMENTATION AGREEMENT  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
AMERICAN POSTAL WORKERS UNION**

The parties agree that the following will apply in the implementation of Arbitrator Das's award in case Q90C-6Q-C 94042619 concerning the Nixon Day of Mourning.

Eligible employees who were on the rolls on April 27, 1994, and who are on the rolls on May 22, 1998, in the APWU bargaining unit, will be granted administrative leave as described below:

This administrative leave is to be taken all at one time, and must be used no later than Friday, December 4, 1998 (PP 25, 1998), except as noted below. The administrative leave may, at the employee's option, be substituted for annual leave which was previously scheduled but has not yet been used. In the alternative, the employee may request administrative leave under the same procedures which govern the request and approval of annual leave.

**Eligible employees:**

This settlement is intended to grant administrative leave to employees who did not work on April 27, 1994 (either because they were not scheduled to work on that day or because they had leave for that day), and who did not receive administrative leave on that day. Leave entitlement will be as follows:

- Full-time employees covered by this settlement will be granted 8 hours of administrative leave.
- Part-time flexible employees covered by this settlement will be granted administrative leave equal to the average number of daily paid hours during the week of May 16-22, 1998, not to exceed 8 hours.
- Part-time regular employees covered by this settlement will be granted administrative leave equal to the number of daily hours in their regular schedule as of May 22, 1998, or if their regular schedule contains a different number of hours on different days, they will be granted administrative leave equal to the average number of daily hours in their schedule for the week of May 22, 1998, not to exceed 8 hours.

**Ineligible employees:**

This settlement does not apply to employees who have already received administrative leave or who had the opportunity to use administrative leave in connection with the Nixon Day of Mourning, and such employees are not entitled to any additional administrative leave as a result of this settlement. This includes the following employees:

- employees who did not work on April 27, 1994, and who received administrative leave for that day.
- employees who worked on April 27, 1994, and who subsequently had the opportunity to use administrative leave, as a result of the Joseph J. Mahon, Jr., letter dated April 26, 1994 (copy attached).

This settlement does not cover Transitional Employees (TEs), as TEs are not entitled to administrative leave in connection with the Nixon Day of Mourning.

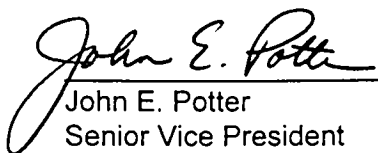
Employees who were absent on April 27, 1994 due to absence without leave (AWOL) or for disciplinary reasons (suspension or pending removal) will not be entitled to administrative leave under this settlement unless they were returned to duty and made whole for the time period including April 27, 1994, and provided they are otherwise eligible by the terms of this settlement.

Employees who, as of the date of this settlement, are absent pending removal, will not be entitled to this administrative leave unless they are returned to duty and are otherwise eligible by the terms of this settlement. In such cases, the administrative leave must be used within 60 days of their return, if they return to duty after October 3, 1998.

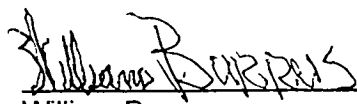
The parties at the local level will share responsibility for identifying and resolving any disputes as to specifically which employees are entitled to administrative leave under this settlement. The parties will meet and identify the eligible employees no later than July 24, 1998. Following the identification of eligible employees, letters will be issued to those employees informing them that they are eligible.

The union at the national level will provide a list of other eligible employees who were on the rolls April 27, 1994 and on the rolls on the date of this settlement, and who were not granted administrative leave in 1994.

The parties agree that this settlement will not be cited or used as precedent in any future discussions or in any other forum whatsoever, other than to enforce the terms of the settlement itself.

  
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John E. Potter  
Senior Vice President  
Labor Relations

6/19/98  
Date

  
\_\_\_\_\_  
William Burrus  
Executive Vice President  
American Postal Workers  
Union, AFL-CIO

6/19/98  
Date

Attachment