



UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260

January 27, 1983

ARTICLE	2
SECTION	
SUBJECT	Religion

Mr. Kenneth D. Wilson
Assistant Director
Clerk Division
American Postal Workers
Union, AFL-CIO
817 - 14th Street, N.W.
Washington, D.C. 20005

Handwritten initials: AW

Re: L. Homfeld, Jr.
Sacramento, CA 95813
HLC-5H-C 6928

Dear Mr. Wilson:

On January 19, 1983, we met again to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented as well as the applicable contractual provisions have been reviewed and given careful consideration.

Based upon additional information received and considered, we mutually agreed to remand this case to the parties at the local level for possible resolution. There are indications that reasonable accommodations may be made to allow the grievant to observe his religious duties. It is understood that any such accommodation will be within the bounds of the bargaining agreement.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to remand this case.

Sincerely,

Handwritten signature of Robert L. Eugene
Robert L. Eugene
Labor Relations Department

Handwritten signature of Kenneth D. Wilson
Kenneth D. Wilson
Assistant Director
American Postal Workers
Union, AFL-CIO



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DEC 1 6 1983

Mr. Kenneth D. Wilson
Assistant Director
Clerk Division
American Postal Workers Union,
AFL-CIO
817 14th Street, N.W.
Washington, D.C. 20005-3399

ARTICLE	2
SECTION	
SUBJECT	Sex Harassment Talks

Re: Class Action
Daytona Beach, FL 32015
H1C-3W-C 25491

Dear Mr. Wilson:

On December 8, 1983, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

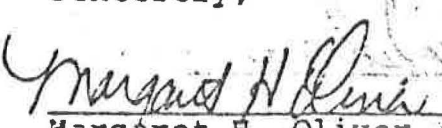
This grievance involved a talk on sexual harassment given by the manager of Mail Processing to a group of employees on the workroom floor.

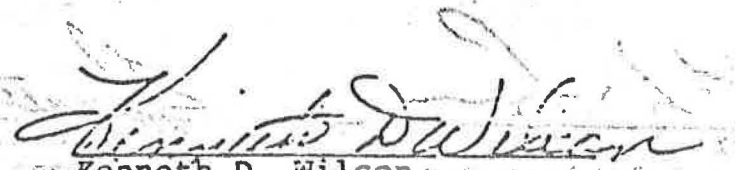
During our discussion, we agreed to resolve this case based on our understanding of the following:

1. Nothing precludes management officials from informing employees in group sessions of postal regulations and policies.
2. Individual violations are to be dealt with on an individual basis and will not be the subject of discussions with groups of employees.

Please sign and return the attached copy of this decision as your acknowledgment of agreement to resolve this case.

Sincerely,


Margaret H. Oliver
Labor Relations Department


Kenneth D. Wilson
Assistant Director
Clerk Division
American Postal Workers Union,
AFL-CIO