



OCT 4 1982

UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260
September 30, 1982

Mr. Richard I. Wevodau
President
Maintenance Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

ARTICLE	14
SECTION	
SUBJECT	SHOES, SAFETY

Re: N. Varitimos
Middlesex-Essex, MA 01888
H8T-1E-C-24064
ABN2655

Dear Mr. Wevodau:

On December 8, 1981, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

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

The question in this grievance is whether management violated Article XIV of the National Agreement by not providing safety shoes for maintenance craft employees who use Hi-Jacker Telescoping Work Platforms in the performance of their duties.

Based on a thorough evaluation of information relative to the question raised, it is our position that the Postal Service is not required to provide safety shoes for employees who work on the hi-jacker equipment. The Union's argument that the Postal Service is obligated to follow the manufacturer's suggestion to wear safety shoes is not persuasive because the manufacturer has changed and, in one instance, eliminated the language in manuals issued subsequent to the one referenced in this case. Also, employees are required to wear shoes that ... " Provide adequate protection to the feet from accidental injury." ... whenever they perform postal duties.

The above quoted requirement taken with our total commitment to provide training to employees on the correct use of the