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APWU
CLERK DIVISION

Mr. Cliff J. Guffey
Assistant Director
Clerk Craft Division
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4107

AUG 30 1988

ARTICLE	14
SECTION	
SUBJECT	NECKTIE ON
	LSM

Re: J. Asbury
Tampa, FL 33630
H7C-3W-C 2086

Dear Mr. Guffey:

On October 9, 1987, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issues in this grievance are whether the supervisors' instructions to the grievant to remove a Hawaiian lei from around his neck while working on the MPLSM was discriminatory. In addition, the wearing of a necktie around machinery.

We further agreed that this was a local issue suitable for regional determination. Whether the supervisor's instructions to the grievant are discriminatory can only be determined by the specific fact circumstances. In addition, neckties worn around such equipment should be either the clip-on variety or tucked in.

Accordingly, we agreed to remand this case to the parties at Step 3 for further processing, including arbitration if necessary.