



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

JAN 2 1981

ROUTE	14
SECTION	
SUBJECT	
CENTRAL	
- RECORD FILE	

Mr. Gerald Anderson
Executive Aide, Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

Re: M. Bergeron
Houston, TX
A8-S-0897/S8C3AC17850
APWU - 0897

Dear Mr. Anderson:

This letter supercedes my decision of October 24, 1980.

On October 6, 1980, we met with you 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 or not management is in violation of the National Agreement when they maintain records of safety violations in a centralized file.

It is our opinion that the recording of a safety violation on an official form designed for that purpose is not in violation of the National Agreement. Obviously, the employee must then be made aware that he has committed an infraction. Further, these records of safety violations may be filed in a centralized file such as the safety office.

A record of a safety violation maintained in the manner described above cannot be used as a "discussion" under Article XVI of the National Agreement for disciplinary purposes.