



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

October 1, 1982

Mr. Kenneth D. Wilson  
Administrative Aide, Clerk Craft  
American Postal Workers Union, AFL-CIO  
817 - 14th Street, NW  
Washington, DC 20005

ARTICLE	16
SECTION	
SUBJECT	DISCUSSION NOTES TO PERSONNEL

Re: T. Hall  
Flint, MI 48502  
H1C-4B-C-7472

Dear Mr. Wilson:

On September 22, 1982, 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 or not management violates Article 16 of the National Agreement as it relates to the privacy of discussions. The Union contends in this case that a local supervisor is violating the National Agreement, and a National pre-arbitration settlement, when the supervisor indicated in a request for discipline that she had held several discussions with the grievant.

We have learned that the National pre-arbitration settlement referred to in this grievance precluded work unit supervisors or other supervisors actively engaged in supervision of the employee from exchanging written notes regarding discussions. It did not cover the circumstances wherein a work unit supervisor is requesting, from an appropriate office such as the local Labor Relations Division, an instrument of discipline. This is an historically accepted practice and ensures that discipline will be consistent, progressive and corrective. This is of extreme benefit to both management and the Union in larger offices.

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