



UNITED STATES POSTAL SERVICE
 Labor Relations Department
 475 L'Enfant Plaza, SW
 Washington, DC 20260-4100

ARTICLE	16
SECTION	
SUBJECT	FINAL LETTER WARNING

Mr. Lawrence G. Hutchins
 Vice President
 National Association of
 Letter Carriers, AFL-CIO
 100 Indiana Avenue, N.W.
 Washington, DC 20001-2197

Re: G. Grate
 Atlanta, GA 30304
 B7N-3E-D 11525

Dear Mr. Hutchins:

Recently, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether management violated the National Agreement by designating certain Letters of Warning, as "Final" Letters of Warning.

During our discussion, we mutually agreed that from this date forward, and until such time as any change in policy or practice is collectively bargained, the USPS shall not designate any particular Letter of Warning issued to an employee as a "Final" Letter of Warning. We further agreed that the foregoing shall not preclude the USPS from indicating within the body of any Letter of Warning, that serious deficiencies in performance, etc; exist which may result in more serious action in the future, if not corrected. We further agreed that the foregoing shall not apply to "FINAL LETTERS OF WARNING" issued as part of the N-TOL, LISTEN, or any other collectively bargained preventive labor relations program.

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

RECEIVED

MAY 10 1989