

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

It is hereby agreed by the United States Postal Service and the American Postal Workers Union, AFL-CIO, that the following procedures will apply pursuant to Article 15.2, Step 3 (c), of the 1998 national agreement.

1. When either party's Step 3 representative invokes the provisions of Article 15.2, Step 3 (c), they must provide written notification to the other party that the issue in question is being forwarded to their national representative for determination as to whether or not an interpretive issue exists. This notification will be provided on a jointly developed form to be issued to all Step 3 representatives.
2. Once an issue is forwarded to the national level pursuant to Article 15.2, Step 3(c), the appropriate national representative will have thirty (30) days from receipt of notification to make a determination as to whether or not to initiate a national level dispute.
3. When a national representative determines that an issue is interpretive and initiates a dispute, the party initiating the dispute will provide a copy of the written notice to their Step 3 representative. In the event a dispute is not initiated within 30 days by a national representative, the parties at Step 3 will meet no later than fifteen (15) days from the expiration of the 30-day period. Thereafter, the procedures and time limits applicable to Step 3 grievances will apply.
4. This memorandum reflects the parties' desire to adjudicate grievances as expeditiously as possible and to eliminate the need to file a grievance to remedy the terms of these provisions. Therefore, when either party establishes that a grievance has not been processed in accordance with this memorandum, it is agreed that these provisions will immediately be invoked and the grievance processed accordingly.



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Greg Bell  
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American Postal Workers Union  
AFL-CIO

Date: 5/25/99

Date: 5/26/99