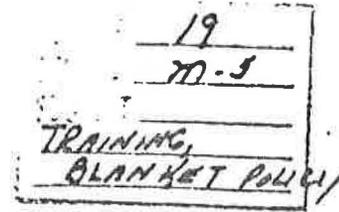




UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, SW  
Washington, DC 20260

January 12, 1982



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

*A8-W 2753*

Re: APWU - Local  
Phoenix, AZ 85026  
H8C-5K-C-21384

Dear Mr. Wilson:

On December 17, 1981, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure as set forth in Article XV, Section 2 of the National Agreement.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

In the instant matter, local management required new hires to sign a document entitled, "Training Requirements/Scheme Failures." The document informs the signator that he/she is subject to discharge for scheme failure. The Union alleges that the document establishes a "blanket" policy for scheme failures.

Further investigation into this matter revealed that local management did in fact consider reassignment as circumstances warranted prior to initiating discharges enunciated in Publication 118 and Handbook, M-5.

Although local management abides by the provisions of the aforementioned publications, the "Training Requirements/Scheme Failure" form on its face does not illustrate that reassignment is a consideration.

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It is therefore mutually agreed between the parties that the instant matter is resolved, in that, the "Training Requirements/Scheme Failure" form as described herein shall be rescinded.

Please sign and return the attached copy of this decision as your acknowledgment of agreement to resolve this grievance.

Sincerely,

*Harvey White*

Harvey White  
Labor Relations Department

*Kenneth D. Wilson*

Kenneth D. Wilson  
Administrative Aide, Clerk Craft  
American Postal Workers Union,  
AFL-CIO