

UNITED STATES POSTAL SERVICE

November 5, 1982

Mr. John A. Morgen Director, Clerk Division American Postal Workers Union, AFL-CIO 817 - 14th Street, NW Washington, DC 20005



Nd.14,26

Re: APNU - Local Oklahoma City, OK 73125 H1C-3T-C-5920

Dear Mr. Morgen:

September 16, 1982, we met to discuss the above-captioned prievance 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 raised in this grievance involved whether employees ineligible for uniform allowances can be required to wear ties when assigned to window service duties. If so, can they be required to wear ties furnished by the Postal Service when they do not have their own ties?

In this case, local management issued instructions concerning appropriate attire for retail sales personnel. The instruction, in part, outlined attire to be worn by male employees ineligible for uniform allowances, i.e., button type shirt (with tie, preferably,) and dark dress trousers. The instruction stated that management preferred that these items be worn. These were purchased locally and furnished to each retail unit for use by employees when they did not have ties twork. The Union contends that non-uniformed employees are of required to wear ties while assigned to window duties.

During our discussion, we agreed to resolve this matter based on our understanding of Part 582.11, ELM, which stipulates when a prescribed uniform is to be worn. We further agreed that in instances when employees are ineligible for uniform allowances, they are only responsible for being adequately

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Mr. John A. Morgen.

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

Sincerely,

Labor Relations Department

John A. Morgen

Director, Clerk Division

American Postal Workers Union,

AFL-CIO

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