



UNITED STATES POSTAL SERVICE

Labor Relations Department

475 L'Enfant Plaza, SW

Washington, DC 20260-4100

October 11, 1988

Mr. James Connors
Assistant Director
Clerk Craft Division
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, D.C. 20005-4107

ARTICLE	28
SECTION	
SUBJECT	SHORTAGE RECOVERY

Re: A. Ford
Melrose Park, IL 60160
H4C-4A-C 32193

Dear Mr. Connors:

On September 23, 1988, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question in this grievance is whether management violated Article 28 of the 1984 National Agreement by its method of recovering postal funds. It was determined that the grievant was financially responsible for a shortage in her accountability. Local management deducted the debt from the grievant's paycheck without her consent.

During our discussion, we agreed to resolve this matter based on our mutual understanding of the meaning and intent of Article 28, Section 4, of the National Agreement and Section 564, Fiscal Handbook, Series F-1. Specifically, an attempt must be made to collect money demands on a voluntary basis; however, absent an employee's voluntary agreement to liquidate a debt, the Postal Service shall initiate involuntary payroll deductions regardless of the amount owed through the Postal Data Center. Involuntary collections shall not exceed 20 percent of the employee's biweekly gross pay.

We further agreed that the cashing of employee payroll checks without the employee's permission is not permissible.

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

Mr. James Connors

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Time limits were extended by mutual consent.

Sincerely,



Samuel M. Pulcrano
Grievance & Arbitration
Division



James Connors
Assistant Director
Clerk Craft Division
American Postal Workers
Union, AFL-CIO