

DATE: May 8, 2001

SUBJECT: Grievance Settlement

TO: Jim Spina, Director
Clerk Craft
DMI-APWU
Des Moines, IA

GRIEVANT: Bryan Preminger
Case No: I98C-11-C01096899
01-16985

The subject Step 2 was discussed with you in accordance with Article 15 of the National Agreement.

As a complete and final settlement of the subject grievance, and without prejudice to the position of either party in this or any other case, and with the understanding that neither party shall cite this settlement in any other grievance proceeding or any other forum, the following resolution has been arrived at between the parties:

In an effort to resolve the issue regarding union representation, it is agreed that the union will not be unreasonably denied.

"Reasonableness" dictates that in most cases, the Grievant and steward should be able to discuss the grievance without delay but 95% of the time with no more than a two-hour delay.

While circumstances will sometimes necessitate a delay of more than two hours, normally the delay should not extend beyond the tour of duty in which the request is made. This determination will be based on the availability of the party's involved and service conditions.

