

UNITED STATES POST OFFICE

DATE: 7-1-92

OUR REF: CED03:DAJ:sdp

SUBJECT: Grievance Settlement - Article Code:

- Issue Code:

TO: Jan Smith

RE: GRIEVANT:
CASE NO.: 07-92-8266
RECEIVED: 07-92-8265

The subject Step 2 grievance was discussed with you on _____ in accordance with Article 15, Section 2, of the National Agreement. This letter will confirm our settlement of this grievance.

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:

It is not management's policy to harass employees
and it is understood that only true a supervisor's back
do employees is not considered harassment.
However, questioning employees about writing
statements should be considered as intimidation
and is not in the best interest of union/mgmt cooperation.
Such action could be the basis for an unfair
labor practice and/or added grievances.

This settlement represents the complete and final resolution of the subject grievance and all issues pertaining thereto.

Marcia Grant 7-1-92
Labor Relations Official DATE

Jan C Smith 7-1-92
Union Official DATE

cc: Mgr. GMF
Tour Supt.
Supervisor
E & LR Files