

DATE: August 7, 2003

SUBJECT: Grievance Settlement

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

GRIEVANT: DMI-APWU  
Case No: 01-17826

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:

It is mutually agreed that management has the right to staff for holidays within the confines of article three of the National Agreement. It is further understood that whenever an occasion arises when staffing does not meet the overall work load management should proffer leave to employees prior to sending an entire work unit to another area. The pecking order to follow would be to offer those employees, via seniority, required to work their designated holiday the option of waiving their contractual guarantee and leaving early. Then make the same offer to those employees required to work on their non-scheduled workday. Then those employees who volunteered to work a non scheduled workday, and finally those volunteering to work there designated holiday.

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

  
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Ron Harris, Manager  
Distribution Operations  
8/22/03  
Date

  
\_\_\_\_\_  
Jim Spina  
8/22/03  
Date