



PRE-ARBITRATION SETTLEMENT

I94C-11-C99301182 DIST501
09-NOV-99 779915761
BIEHN
DES MOINES IA 50318 9997

Without establishing precedent and without prejudice to the position of either party in this or any other case, and with the further understanding that neither party will cite this settlement in any other grievance, arbitration proceeding or other forum, the grievance is withdrawn from arbitration, and is resolved as follows:

Pay adjustments will be processed in a timely manner.

The above resolution constitutes full and final settlement of the subject grievance and resolves all issues pertaining thereto.

Marcia Grant 6/12/00
Marcia G. Grant Date
United States Postal Service

[Signature]
Lance Colès Date
American Postal Workers Union

cc: MDO