

UNITED STATES POST OFFICE

DATE: June 10, 1986
OUR REF: MJD:11w
SUBJECT: Grievance Settlement

TO: Eugene VerSteegh
Clerk Craft Director
DMI-APWU

RE: GRIEVANT: Class Action, DMI-APWU
CASE NO.: 77-86-2292, 2293 & 2294
RECEIVED: 05/12 & 28/86

The subject Step 2 grievances were discussed with you on June 5, 1986, 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:

Supervisors will not perform bargaining unit work except:

1. In an emergency; such as an "Act of God" situation where bargaining unit employees were unable to report for duty but customers were requesting window service.
2. For the purpose of training or instructing employees; such as demonstrating the proper method of ledge loading on the MPLSM. The employee(s) should be asked to cease working and observe carefully as the supervisor demonstrates the safest, most efficient method in which to perform a task.
3. To assure the proper operation of equipment; such as keying a few letters on the MPLSM with the EDIT activated following an employee report of a malfunctioning keyboard.
4. To protect the safety of employees when the immediate and imminent danger of accident or injury exists; such as placing a piece of equipment over an oil spill prior to notifying maintenance. Although a disorganized and cluttered work area does create a safety hazard, it generally does not constitute an imminent and immediate situation warranting personal correction by the supervisor. Bargaining unit employees should be assigned to maintain the proper placement of equipment and police the workroom floor in order to preclude accidents.

Class Action, DMI-APWU

Page -2-

June 10, 1986

5. To protect the property of the USPS; such as removing a large chunk of mail overlooked by cullers before it causes damage to a cancelling machine.

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

M. J. Dahl 6/12/86
Michael J. Dahl DATE
Labor Relations Assistant

Eugene VerSteegh 6-13-86
Eugene VerSteegh DATE
Clerk Craft Director, DMI-APWU

cc: Postmaster
Director
Mgr. Dist.
Tour Supt.
Supervisor Penton
E&LR File