

DATE: January 8, 2002

SUBJECT: Grievance Settlement

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

GRIEVANT: Daniel Ramirez
Case No: E98C-1E-C 01164492
01-17218

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.

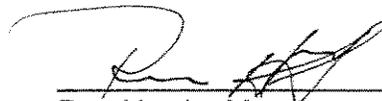
"Reasonableness" dictates that in most cases, the Grievant and steward should be able to discuss the grievance without delay but 95% of the time with no more than a two-hour delay.

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.

If management cannot release a steward when requested, give the steward a reason for the denial and set an alternative time when the request can be granted. "Needs of Service" and other blanket statements are not sufficiently specific.

Additionally, "Overtime" is not sufficient reason to deny the initial discussion between the Grievant and their steward. But rather, a brief time should be made available for both parties to meet and then arrangements should be made available for them to meet at a later date. The union steward may not agree with management's reason, and management doesn't need to debate it, but the steward is entitled to an explanation.

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



Ron Harris, Manager
Distribution Operations
USPS

1/18/02
Date



Jim Spina

1-18-02
Date

cc: