



Mr. Paul V. Hogrogian
National President
National Postal Mail Handlers Union,
1101 Connecticut Avenue, NW, Suite 500
Washington, DC 20036-4304

Re: See Attached

I recently met with your representative, Kevin Fletcher, to discuss the above captioned cases at the fourth step of our contractual grievance procedure.

The issues presented in these grievances concern whether management is required to follow the progressive disciplinary steps used for career Mail Handler employees when issuing discipline to Mail Handler Assistant employees (MHAs).

After reviewing the case files, the parties agree to the following:

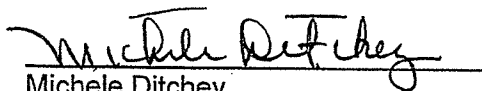
Disciplinary procedures for MHAs are outlined in the *Memorandum of Understanding Re Mail Handler Assistant Employees*, Section 3.A. (Other Provisions, Article 15). That MOU provides that MHAs who have completed either 90 work days or a 120 calendar day period (whichever comes first) within the preceding six months may be disciplined only for just cause and that such discipline is subject to the grievance-arbitration procedure. The parties also agree that an MHA who has not completed a period of either 90 work days or 120 calendar days within the preceding six months does not have access to the grievance-arbitration procedure if disciplined. Furthermore, in the case of removal for cause within the term of an appointment, an MHA is entitled to advance written notice of the charges against him/her, in accordance with the Fishgold award.

Discipline for an MHA who does have access to the grievance-arbitration procedure does not generally have to be issued in the same progressive manner as discipline issued to a career employee. However, an appropriate element of just cause is that discipline should be progressive and corrective in nature rather than punitive. When management removes or otherwise disciplines an MHA, determining whether the disciplinary action taken is appropriate must be based on the individual facts and circumstances of each case.

Based on the above understanding, we agree to remand these grievances to Step 3 for further processing and/or regional arbitration if necessary.

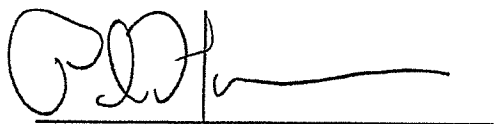
Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to remand these cases to Step 3 of the grievance procedure.

Time limits at this level were extended by mutual consent.



Michele Ditchey
Labor Relations Specialist
Contract Administration (NPMHU)

Date: 2/8/2016



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