

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

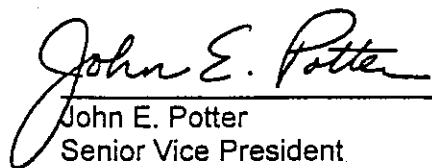
Re: Correction of Unsafe Conditions

The National Rural Letter Carriers' Association (NRLCA) and the United States Postal Service (USPS) recognize the importance of providing a safe and healthy workplace for all postal employees. The parties acknowledge the passage of the Postal Employee Safety Enhancement Act (PESEA) by Congress on September 29, 1998, and in concert with the provisions of PESEA, the parties agree to implement its provisions in the Postal Service by taking the following actions:

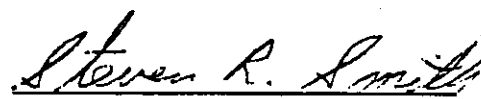
1. The parties encourage the resolution of unsafe conditions at the lowest level in the organization. In accordance with our current procedures, an employee or a union representative may identify and discuss an alleged unsafe condition with their immediate supervisor, who will investigate and take corrective action if necessary and within their authority. If unresolved, the issue will be recorded including all relevant facts and referred to the parties' designated representatives identified in Section 2 below.
2. The District Manager will designate a management representative to meet with the state steward or designee on a regular predetermined basis to review and attempt to resolve the referred safety and health issues. The parties agree that such meetings may be held via telephone.
 - A. Management's representative and the state steward or designee should have sufficient authority and knowledge to resolve safety issues in an expeditious manner. As necessary, the parties will utilize available safety, maintenance, and other appropriate resources to develop possible resolutions.
 - B. To the extent an issue is already addressed in a facility, the same issue will not be a topic for discussion as long as the issue is pending resolution with the parties' representatives.
 - C. Those offices that have an established program at the local level (e.g., Safety Captain) in which they regularly meet with union representatives to discuss safety concerns are not required to modify their existing program to conform to these procedures.
3. If possible, management will try to immediately resolve safety issues as they are brought to its attention in the meetings described above. The parties recognize, however, that certain safety issues cannot be resolved immediately. For instance, a safety issue brought to management's attention might have national implications or would require engineering changes which facility management is incapable of resolving at the level to which the initial complaint is brought, or may require the use of outside resources to resolve. There may be instances when it

may not be possible to resolve the issue due to disagreement between the representatives over the nature of the safety issue itself, the necessary alternative resolutions, or the extent of work that needs to be performed to correct the situation.

4. The parties agree that bargaining unit employees will utilize these procedures to notify management of workplace safety issues for resolution. To this end, the union at both the national and local levels will notify bargaining unit employees both verbally and through their written communications vehicles to communicate any safety matters to its representatives so they can raise and resolve them, if possible, through this procedure.
5. This Understanding and its procedures are for the purpose of further providing a safe and healthy workplace through timely recognition and resolution of safety issues and is not intended to deprive any bargaining unit employee of his/her right to notify appropriate third parties. It is the intent of this agreement to implement this process to allow employees and the union to bring safety issues to management's attention so they can be expeditiously addressed in a timely manner without invoking an administrative procedure and attendant litigation which would have a delaying effect on any resolution to the safety issue.
6. The parties agree that any issues regarding nationally deployed equipment or issues that have national implication are to be jointly forwarded by the local parties to the Vice President, Labor Relations and the President, NRLCA for discussion at the national level.
7. The parties will implement this process and name representatives to begin meeting within 60 days of the signing of this agreement. This agreement and its procedures are in addition to the contractual obligations of both parties and in no way changes or alters those provisions.



 John E. Potter
 Senior Vice President
 Operations
 U.S. Postal Service



 Steven R. Smith
 President
 National Rural Letter Carriers'
 Association

8/17/99
 Date

17 Aug '99
 Date