

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC Date: January 8, 2003
Management Representative: Jeff Olesnevich
Union Representative: Dominick Lignelli
USPS Grievance #: K01N4KC02233432
Union Grievance #: 53-2002-DL67
Grievant: Shanelle Lewis
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Employees who have an insufficient leave balance to cover an approved absence will have their option to either take the absence as LWOP or cancel part of the week and report to work in accordance with sections 512.43 and 514 of the ELM. Management will cease and desist the practice of issuing letters to employees mandating them to report to work or suffer disciplinary action when they have an insufficient leave balance for an approved annual leave absence.

The parties agree that section B-12, C of the LMU states that annual leave requests which exceed a carrier's earned leave for the next calendar year will be denied.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.

Dominick J. Lignelli 1/8/03
NALC Representative & Date

Jeff Olesnevich 1/9/03
USPS Representative & Date