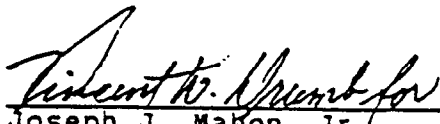
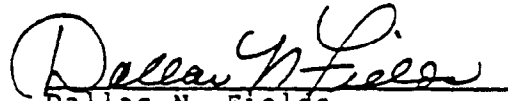


MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

The parties agree that the following procedures will apply relative to the maintenance of employee disciplinary records and inclusion of past elements in disciplinary actions:

1. All records of totally overturned disciplinary actions will be removed from the supervisor's personnel records as well as from the employee's Official Personnel Folder.
2. If a disciplinary action has been modified, the original action may be modified by pen and ink changes so as to obscure the original disciplinary action in the employee's Official Personnel Folder and supervisor's personnel records, or the original action may be deleted from the records and the discipline record reissued as modified.
3. In the past element listings in disciplinary action, only the final action resulting from a modified disciplinary action will be included, except when modification is the result of a "last chance" settlement, or if discipline is to be reduced to a lesser penalty after an intervening period of time and/or certain conditions are met.


Joseph J. Mahon, Jr.
Assistant Postmaster General
Labor Relations Department


Dallas N. Fields
President
National Rural Letter
Carriers' Association

DATE

2/21/89

DATE

3/1/89