

# American Postal Workers Union, AFL-CIO

A PROGRESSIVE ORGANIZATION DEVOTED TO THE INTERESTS OF  
POSTAL EMPLOYEES AND AN IMPROVED SERVICE

LOCAL

John D. Durham, Shop Steward  
 Fargo Area Local APWU  
 P.O. Box 1874  
 Fargo, ND 58107  
 Union Office: (701) 241-6163

CITY

STATE

Thursday, September 8, 2011



Renae Ingersoll, Postmaster  
 United States Postal Service  
 Moorhead, MN 56560

## SUB: Step 2 Settlement

Recently the parties discussed local grievance #88JD7011. This grievance was filed after West Fargo management indicated their desire to unilaterally eliminate the practice of 15-minute breaks every two hours. After developing all of the facts the parties have agreed to the following:

~~The practice of allowing~~ <sup>15</sup> <sup>700</sup> 15-minute breaks every two hours will remain in full force in effect. Management may require employees to delay their breaks for a reasonable time in order to finish a task at hand and prevent service delays or failures.

If management feels employees are abusing the 15-minute breaks, then the discipline procedures under Article 16 of the National Agreement shall be strongly enforced.

The above is a final and complete settlement of this grievance.

Handwritten signature of John D. Durham in cursive script.

John D. Durham, Shop Steward  
 American Postal Workers Union

Handwritten signature of Renae Ingersoll in cursive script.

Renae Ingersoll, Step 2 Designee  
 United States Postal Service