



FARGO AREA LOCAL APWU

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SUB: Step 1 Settlement-Grievance #88JD11511

Recently we discussed local grievance #88JD11511. This grievance centers on the union's claim that ongoing incidents of harassment and intimidation are permitted to continue at the plant against PSE Clerks. After a full development of the facts the parties have agreed to the following:

All employees, including Postal Support Employees, are entitled to be treated with dignity and respect. There is absolutely no tolerance in the work place for bullying, harassment or intimidation of any type. New employees will be treated with the same level of professionalism and courtesy as tenured employees.

Violations of these basic principles will not be tolerated. Employees engaging or encouraging such improper activity shall be subject to strict disciplinary procedures that may include a Letter of Warning, Suspension, or termination of employment from the United States Postal Service. Additionally, supervisors or managers who allow or condone such improper activity will be held accountable by the same strict discipline procedures by their superiors.

This settlement shall not be precedent-setting and shall not be cited in any other grievance or forum.

John D. Durham, Vice President
American Postal Workers Union

JoAnn Staub, Plant MDO
United States Postal Service