



DATE: June 28, 2010

MEMORANDUM FOR: National Association of Letter Carriers (NALC)  
American Postal Workers Union (APWU)  
National Rural Letter Carriers Association (NRLCA)  
National Postal Mail Handlers Union (NPMHU)  
National Association of Postal Supervisors (NAPS)  
National Association of Postmasters (NAPUS)

RE: Policy Change for Disciplinary Action

The Tennessee District is considering implementation of a single track of discipline for unrelated infractions. The current system of using three (3) tracks (performance, attendance, conduct) has not been successful in correcting deficiencies. With the current financial state of the Postal Service, declining mail volume and economic crisis nationwide, it is more important than ever for employees to report as scheduled and to perform their assigned duties safely and efficiently.

Management is not attempting to unilaterally change any terms or conditions of employment. In a letter dated February 12, 2010, Management proposed to change the policy regarding corrective action. Prior to implementation, several union officials stated they did not receive the previous notice. Please be advised of Management's intent to bargain in good faith. All previous correspondence relating to this issue is hereby rescinded. This is your written notification of Management's proposed change to administer Article 16 in accordance with the National Agreement by using a single track of discipline.

Please consider this your notice and opportunity to bargain prior to implementation. You may contact Stacey Crockett in my office at (615) 885-9252 within ten (10) calendar days from the date of this letter to set-up an appointment to discuss this issue.

A handwritten signature in black ink, appearing to read "Greg A. Gamble".

Greg A. Gamble



## American Postal Workers Union, AFL-CIO

**Billy Woods/Jerry McIlvain**  
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July 1, 2010

**Greg Gamble**  
811 Royal Parkway  
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RE: Policy Change for Corrective Action

**National Executive Board**

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Mr. Gamble,

I recently received your letter of June 28, 2010 concerning the above named subject and I would again like to say as I told you on February 22, 2010, March 11, 2010, and June 2, 2010 you are not attempting to change policy; you are attempting to change the Collective Bargaining Agreement between the American Postal Workers Union and the United States Postal Service. The Joint Contract Interpretation Manual which has been agreed to by both parties states in Article 16 page 3, **"The basis of this principle of corrective or progressive discipline is that it is issued for the purpose of correcting or improving employee behavior and not as punishment or retribution."**

National and Regional Arbitrators throughout the country have historically ruled that there has to be a nexus or connection between the discipline cited for progressive purposes and the instant discipline before them. This is because of the quoted language above from the JCIM; the purpose of progressive discipline is to correct the behavior, not punish the employee.

I again would ask that you rescind your letter immediately because if you want to change the CBA, that has to be done at the National Level, not at the District Level. If you would like to discuss this further feel free to contact me.

**Billy Woods**  
National Business Agent  
American Postal Workers Union