

**SETTLEMENT AGREEMENT
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

RE: Q10C-4Q-C 16130411/HQTC20160081

Recently we met at Step 4 of the grievance/arbitration process to discuss the above referenced grievance. The primary issue in this dispute is the obligation upon the employer to provide union representatives an opportunity to address employees during orientation.

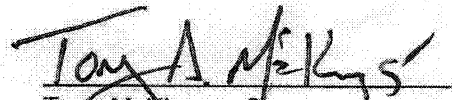
In accordance with Article 17 Section 6, Management shall provide Union representatives ample opportunity to address new employees under the following circumstances:

- New career or non-career employees
- Current postal employees that are reassigned to an APWU bargaining unit
- At the time any non-career employees become eligible for either the Postal Service Non-Career Health Care Plan (USPS Plan) or FEHB

The parties further agree that this settlement is without prejudice to either party's position on any other issues contained in the referred local grievance or any other grievance.



Tina Foster
Labor Specialist
Contract Administration (APWU)
United States Postal Service



Tony McKinnon, Sr.
Director, Industrial Relations
American Postal Workers Union,
AFL-CIO

Date: 8/23/16

Date: 8/23/2016