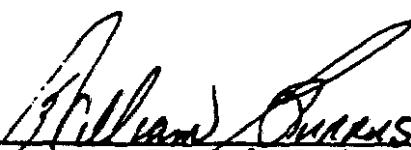


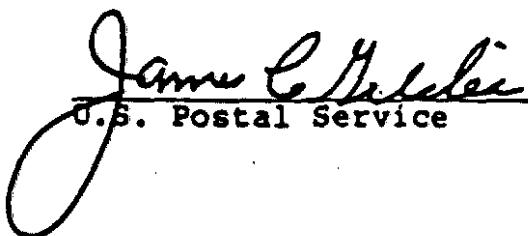
The following constitutes full and complete settlement of all grievances and unfair labor practice charges initiated as a result of the "Policy on Personal Portable Radio or Tape Cassette Headphones" contained in Postal Bulletin #21379, dated November 25, 1982. All pending unfair labor practice charges concerning this matter, including 5-CA-14964-P, 1-CA-20635-P, 4-CA-13428-P, 9-CA-19165-P, 15-CA-8798-P, 19-CA-15344-P, 21-CA-21826-P, and 33-CA-6319-P, will be withdrawn.

The following applies to offices which permitted radio headset use prior to November 25, 1982:

The use of radio headsets is permissible only for employees who perform duties while seated and/or stationary and only where use of a headset will not interfere with performance of duties or constitute a safety hazard. Employees will not be permitted to wear or use radio headsets under other conditions, including but not limited to: while walking or driving; near moving machinery or equipment; while involved in oral business communications; while in contact with, or in view of, the public; or where the headset interferes with personal protective equipment.

  
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William Burns  
American Postal Workers  
Union, AFL-CIO

  
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Francis J. Tammes  
National Association of  
Letter Carriers, AFL-CIO

  
\_\_\_\_\_  
James C. Gibbons  
U.S. Postal Service

**PERSONAL PORTABLE RADIO OR TAPE CASSETTE HEADPHONES**

The following applies to offices which permitted radio headset use prior to November 25, 1982:

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Employee & Labor Relations Group