

DOUG A. TULINO  
VICE PRESIDENT, LABOR RELATIONS



June 26, 2019

MANAGERS, HUMAN RESOURCES (AREA)

SUBJECT: Compliance with Arbitration Awards/Grievance Settlements

This is a reminder that it is our organizational responsibility to ensure timely compliance with arbitration awards and grievance settlements.

Arbitration awards and grievance settlements are final and binding. Compliance is not an option but a requirement. One of the few acceptable reasons for non-compliance with an arbitration award is if the Postal Service is seeking to have the award vacated in a federal court, which is extremely rare. No manager or supervisor has the authority to override an arbitrator's award or a signed grievance settlement.

Please continue to take affirmative steps to ensure that all arbitration awards and grievance settlements are being complied with in a timely fashion. Failure to do so has the potential to create organizational liability and negatively impact our credibility with both our employees and our unions.

A handwritten signature in black ink, appearing to read "Doug A. Tulino".

Doug A. Tulino

cc: Managers, Labor Relations (Headquarters)  
Managers, Labor Relations (Area)