

## Proposed Resolution on Contract Non-Compliance

**Whereas;** Article 15.3.A of the National Agreement states: *The parties expect that good faith observance, by their respective representatives, of the principles and procedures set forth above will result in resolution of substantially all grievances initiated hereunder at the lowest possible step and recognize their obligation to achieve that end. At each step of the process the parties are required to jointly review the Joint Contract Administration Manual (JCAM), and*

**Whereas;** Postal Policy Letter M-1517 states: *Compliance with arbitration awards and grievance settlements is not optional. No manager or supervisor has the authority to ignore override an arbitrator's award or a signed grievance settlement. Steps to comply with arbitration awards and grievance settlements should be taken in a timely manner to avoid the perception of non-compliance, and those steps should be documented, and*

**Whereas;** The NALC-USPS Joint Contract Administration Manual (JCAM) Page 41-16 states: *In circumstances where the violation is egregious or deliberate or after local management has received previous instructional resolutions on the same issue and it appears that a cease and desist remedy is not sufficient to ensure future contract compliance, the parties may wish to consider a further, appropriate compensatory remedy to the injured party to emphasize the commitment of the parties to contract compliance. In these circumstances, care should be exercised to ensure that the remedy is corrective and not punitive, providing a full explanation of the basis of the remedy, and*

**Whereas;** Article 15.4.A.6 of the National Agreement states in relevant part: "All decisions of an arbitrator will be final and binding."and

**Whereas;** United States Postal Service management consistently fails to cease and desist violating the National Agreement, arbitration awards, Step B resolutions and local signed grievance settlements, therefore be it

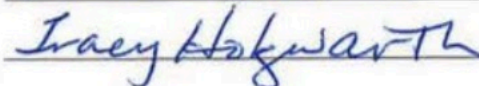
**Resolved;** That our National Officers negotiate for the non-compliance language or similar language in Postal Policy Letter M-1517 and JCAM Page 41-16 on Remedies and Opting to be fully incorporated in Article 15 of the National Agreement, and be it further

**Resolved;** That the Washington State Association of Letter Carriers in Convention assembled 6th – 8th of June, 2025 in Tacoma, Washington do urge our National Officers to adopt the previous resolve and that this resolution be forwarded to the 2026 NALC National Convention for consideration.

Presented by Branch 79, Seattle, Washington

Passed at a regular Branch 79 meeting on April 9th at Seattle, Washington

Signed by  President

 Secretary-Treasurer