



December 14, 2016

MANAGERS, HUMAN RESOURCES (AREA)
MANAGERS, LABOR RELATIONS (AREA)

SUBJECT: Joint Statement on Violence and Behavior in the Workplace

This Postal Service remains fully committed to the provisions of the February 14, 1992, Joint Statement on Violence and Behavior in the Workplace. Prevention of work-related violence, harassment, intimidation, threats or bullying by anyone remains as important today as it was the day the Joint Statement was signed. There is no excuse for and there must be no tolerance of any of the behaviors covered by the Joint Statement.

When the union files a grievance asserting violations of the Joint Statement, it is vitally important that all facts and contentions are developed, investigated, and considered at all levels of the grievance process to ensure a proper decision is rendered. Those decisions must be predicated on a thorough understanding of the principles in the Joint Statement as well as our collective bargaining agreements.

All relevant evidence must be fully developed. Accused management employees should receive full opportunity to respond to allegations against them. The record should include: contentions and statements from the grievant(s), management employee(s), and any other witnesses so the representatives responsible for addressing these types of grievances have the material necessary to make the proper decision.

When there is a grievance filed by the union asserting violations of the Joint Statement, the grievance process is the appropriate forum to ensure that all facts and contentions are developed as stated in paragraph two above. In the event the parties are unable to resolve these types of grievances and the matter is appealed to arbitration, witnesses may be called to render testimony for consideration by an arbitrator.

There is *no* room for tolerating or excusing behavior that violates the principles of the Joint Statement. It is our responsibility to educate our representatives who are responsible for adjudicating grievances associated with violations of the Joint Statement. They must understand the importance of a proper and thorough investigation so outcomes protect the due process rights of all employees and are consistent with the principles of the Joint Statement and the applicable collective bargaining agreement.

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

Doug A. Tulino

cc: Managers, Labor Relations (Headquarters)