



Date: September 4, 2009

Subject: Arbitration Settlement Agreement

Grievance #: K00C-1K-C07014733 Local Union # 110906FN
K06C-1K-C07022162 Local Union # 112106JN

Grievant: Class Action(s)
Location: Charlotte P&DC

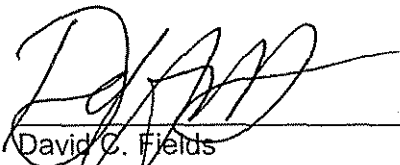
In accordance with the instructions of the June 5, 2009 interim arbitration award issued by Arbitrator Andrew Strongin in the above-cited grievances, the parties mutually agree, as a result of post-arbitration discussions, to fully resolve that the above-cited grievances in accordance with the following:

The Postal Service agrees to pay the affected employees of the Charlotte Area Local APWU a total of \$1,700,000.00. The affected employees named by the Union will split the monetary remedy in equal proportions.

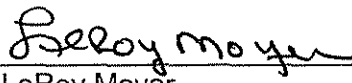
The Charlotte Area APWU Local will furnish the Postal Service with the names of the employees affected by the above-cited grievances. The Postal Service will immediately begin processing payments to the affected employees and will make every effort to process payment submissions for all employees named and provided by the Union by the end of the Postal Fiscal Year (FY) 2009.

The parties understand that facilitation of payments to any employee affected by this settlement who has subsequently retired, who is no longer on the postal rolls, or who was on the postal rolls at the time the above grievances were initiated, but not in a pay status, may require additional time to process and may not be completed by the end of FY 2009.

By virtue of this full and final settlement agreement, this document shall also serve as the Union's official notification to postal management that the parties will jointly contact Arbitrator Andrew Strongin to advise that an agreement to fully resolve these cases has been reached. Additionally, the parties agree that this settlement agreement is non-precedent setting and will not be cited by either party in any subsequent grievance or arbitration hearing in any other case.



David C. Fields
District Manager/Lead Executive
Mid-Carolinas District



LeRoy Moyer
General President
Charlotte Area Local APWU

cc: Labor Relations
Files