

# UNITED STATES POSTAL SERVICE

Washington, DC 20260

M 00744

REF:  
SUBJECT:

ER401:SMoe:tr  
Discipline for Safety Rule Violations

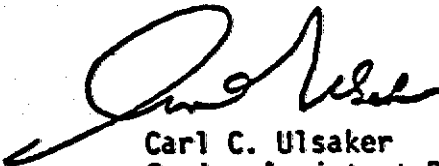
DATE: April 7, 1980

TO:

Regional Directors  
E&LR, All Regions

This will reemphasize the need for careful attention to situations in which disciplinary action for safety rule violation is considered. While Article XVI of the National Agreement clearly makes discipline for such a cause appropriate, we must be mindful of the requirements of the Federal Employees' Compensation Act and our own policies which prohibit taking action discouraging the reporting of an accident or the filing of a claim for compensable injury with the Office of Workers' Compensation Programs.

Accidents or compensation claims, even when in a manager's view excessive, are not in themselves an appropriate basis for discipline. What must be cited in any such disciplinary action are the actions of an employee in a specific situation which are violations of a Postal Service safety rule or regulation.



Carl C. Ulsaker  
Senior Assistant Postmaster General  
Employee and Labor Relations Group

cc: Mr. Conway  
Mr. Gildea  
Miss George