



### **STEP 3 SETTLEMENT AGREEMENT**

**GATS No:** 1C 21T-1C-C 25330367  
**Local Union No:** 065890ZCAT  
**Grievant:** Class Action  
**Installation:** Columbus, OH P&DC  
**USPS District:** Ohio 2

**This is a final and complete settlement of the subject grievance and resolves all matters formally in dispute. This settlement is entered into without prejudice to the position of the contractual parties and with the understanding it shall not be cited in any other grievance proceeding or forum. The terms of the settlement are:**

Solely to resolve the instant grievance, the "Letters of Directive" concerning leave will be rescinded, and the parties should refer to the terms of their Local Memorandum of Understanding (LMOU) and Employee and Labor Relations Manual (ELM) Section 510 relative to leave policy.

The parties agree that Management and the Union shall meet at the local level to discuss what employees were denied leave based on the letters and apply the appropriate remedies, if any.

**The above constitutes a full and complete settlement of the subject case and resolves all issues pertaining thereto.**

A handwritten signature of Jeremy D. Hippensteel.

Jeremy D. Hippensteel  
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Jeremy D. Hippensteel, LR Specialist  
Central Region, USPS

A handwritten signature of Craig Fisher.

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Craig Fisher, NBA  
American Postal Workers Union

9/29/25