



EMPLOYEE AND LABOR RELATIONS GROUP  
Washington, DC 20260

DEC 2 1977

Mr. Thomas D. Riley  
Assistant Secretary-Treasurer  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001

Re: B. Szmajda  
College Park, MD  
NC-E-4394/E3MDC-1129 & E3MDC-1130,  
E3MDC-1131


Dear Mr. Riley:

On January 17, 1977, we met with Mr. Al May to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented as well as the applicable contractual provisions have been reviewed and given careful consideration.

The grievants' mail was not counted to determine their efficiency in this instance. Data from the counts were not, nor will they be, used as a basis for disciplinary action. Consequently, the grievance case is considered to be closed.

Sincerely,



Robert E. Hubbell  
Labor Relations Department

NOTE: Management counted the carrier's mail in the case after he requested assistance. This decision reaffirms the union's position that such counts may not be used to determine efficiency or for discipline.