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EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

DEC 21 1977

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

Re: Local 203
Springfield, MO
NC-C-8760/5STL-1750

Dear Mr. Riley:

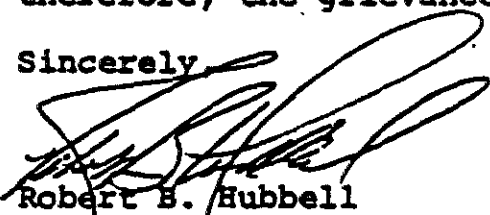
On October 20, 1977, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

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

The regular straight time hourly rate of part-time flexible employees incorporates compensation for the nine holidays cited in Article XI, Section 1 of the National Agreement. For this reason part-time flexible employees are compensated for overtime based upon the same rate as full-time regular employees.

No violation of the National Agreement has been shown and, therefore, the grievance is denied.

Sincerely,



Robert B. Hubbell
Labor Relations Department

NOTE: Union grieved that part-time flexibles were not receiving exact overtime pay for their hourly rate. Decision relates to M-54 Handbook Section 312.3-35 which provides for pay at comparable annual rate. (copy attached.)

Arbitration Not Requested.