



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, NW
Washington, DC 20001

Re: F. Givens
Houston, TX
NC-S-4915/NSSW-9420

Dear Mr. Riley:

On February 22, 1977 and subsequent dates, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

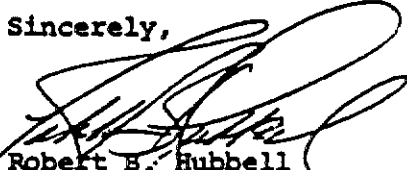
The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

This letter will serve to clarify our letter of decision on the referenced grievance case dated April 14, 1977.

The policy statement of July 26, 1976, is in conformance with the formula contained in Article XVII, Section 2 of the National Agreement.

Each steward will be certified to represent employees in a specific work location. If that steward is absent, an alternate may serve in his stead. All stewards need not be absent before an alternate is allowed to represent employees. In accordance with the above, this grievance is considered to be closed.

Sincerely,



Robert B. Hubbell
Labor Relations Department