



EMPLOYEE AND LABOR RELATIONS GROUP  
Washington, DC 20260

NOV 20 1978

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

Re: L. McDaniel  
Carrollton, TX  
NC-S-12640/N5-ET-20817

Dear Mr. Riley:

On November 9, 1978, 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.

During our Step 4 meeting, we mutually agreed to consider this grievance resolved based on the following: Management recognizes its obligation to follow the provisions of Article VIII, Section 8 of the National Agreement. Although no specific substantiation was provided which would demonstrate that management had attempted to circumvent the National Agreement, we agreed that management would not solicit employees to work less than their guarantees.

Sincerely,

Daniel A. Kahn  
Labor Relations Department