



EMPLOYEE AND LABOR RELATIONS GROUP  
Washington, DC 20260

NOV 22 1978

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

Re: N. Warrick  
Raleigh, NC  
NC-S-12506/N5-CA-2041<sup>2</sup>

Dear Mr. Riley:

On October 30, 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.

We concur with the Step 3 decision that there is no contractual obligation to equalize part-time flexible hours. However, it was indicated that normally every effort is made to equalize the hours consistent with service needs and the skills required. Under the circumstances, the grievance is denied.

Sincerely,

James J. Facciola  
Labor Relations Department