



EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

MAR 3 1978

Mr. Thomas D. Riley
Assistant Secretary-Treasurer
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, N. W.
Washington, D. C. 20005

Re: NALC Local
Girard, OH
NC-C-9746/5CLE-1345

Dear Mr. Riley:

On January 10, 1978, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedures.

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

Based on the evidence presented in this grievance, we find that the record is devoid of any substantial evidence which clearly establishes that the supervisor in question performed bargaining unit work contrary to the provisions of Article I, Section 6 of the National Agreement. The National Agreement does not limit the performance of bargaining unit work by supervisors to only emergency situations in offices of less than 100 employees. Conversely, the supervisor's job description does not intone that he would perform bargaining unit work as a matter of course every day but rather that he would perform such duties in order to meet established service standards.

Therefore, it is our conclusion that no violation of the National Agreement occurred and the grievance is denied.

Sincerely,


Michael J. Harrison
Labor Relations Department