



EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

FEB 19 1974

Mr. James H. Rademacher, President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue N. W.
Washington, D. C. 20001

Re: NALC Branch 411
San Bernardino, Ca.
NB-W-637 (19V6)/B-334-73

Dear Mr. Rademacher:

On February 13, 1974, 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.

After reviewing the information of record we find that the grievance is sustained.

Accordingly, on the basis of the acknowledgement that "the orientation for new employees is held after the appointment to a postal position", by copy of this letter, the Postmaster is instructed to provide the union ample opportunity to address "new employees" during the orientation period.

Sincerely,

W. E. Henry, Jr.
Labor Relations Department