



EMPLOYEE AND LABOR RELATIONS GROUP

Washington, DC 20260

June 28, 1974

Mr. Tony R. Huerta
Assistant Secretary Treasurer
National Association of
Letter Carriers, AFL-CIO
817 - 14th Street, N. W.
Washington, D. C. 20005

Re: L. Sandhaus
New Hyde Park, NY
NB-N-1572(N-25)V74-428

Dear Mr. Huerta:

On June 11, 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.

Information in the file reflects that a carrier not on the overtime desired list was called in for an overtime assignment in lieu of the grievant, whose name was on the list. Management contended that the grievant was bypassed, in this instance, because he did not possess the necessary skills to work the route referred to in the grievance.

It is our position that a regular full time carrier is considered to possess the necessary skills to work routes other than his own. Accordingly, we concur with the sustention rendered at Step 3. We also agree, however, that the grievant cannot be paid for time not worked and, therefore, consider the remedy directions issued to Postmaster to be the appropriate action to make up for the missed overtime assignment referred to in the grievance.

Sincerely,

Bill Downes
Labor Relations Department