



EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

June 25, 1973

Mr. Tony R. Huerta
Director of Appeals
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, D.C. 20001

Re: D. L. Garo
Oklahoma City, OK.
N-S-3963 (100V2)/SR-909

Dear Mr. Huerta:

On June 25, 1973, we met with you to discuss the above captioned grievance at the fourth step of our contractual grievance procedure.

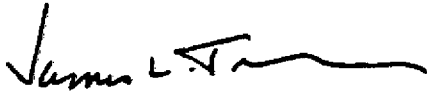
Grievance denied, however, it is the policy of the U. S. Postal Service to allow employees so desiring to serve in a Reserve or National Guard Unit and no action to discourage this will be permitted. In the future, when employees have regular weekly and/or week-end training meetings, that conflict with scheduled work requirements in the Postal Service, their absence from work may be covered in one of the following manners:

- a. Use of annual leave.
- b. Request leave without pay.

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- c. Arrange a mutually agreeable trade of work days for the period involved with another employee who is qualified to replace the absent employee.

Sincerely,



James L. Tessier
Labor Relations Department