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MAY 24 1984

Mr. Halline Overby  
Assistant Secretary-Treasurer  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, D.C. 20001-2197

Re: R. Balcerzak  
Milwaukee, WI 53210  
H1N-4J-C 26500

Dear Mr. Overby:

On April 18, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The grievance concerns whether the grievant received equitable opportunities for overtime during the fourth quarter, 1983. The interpretive issue is whether equitable opportunities shall be determined by the number of opportunities offered or the number of hours offered per opportunity.

We mutually agreed that in order for overtime opportunities to be distributed equitably in accordance with Article 8, Section 5, the number of hours per opportunity may be considered along with all the other factors such as leave, light duty, qualifications, off days, refusals, unavailability, etc. For example, the fact that one employee received an opportunity to work 8 hours overtime and another employee received an opportunity to work 1 hour overtime may not be the sole criteria for determining equitable opportunity, particularly, when there is considerable time left in the quarter. On the other hand, there is no requirement that overtime hours be equal. Each situation must be handled on a case-by-case basis.

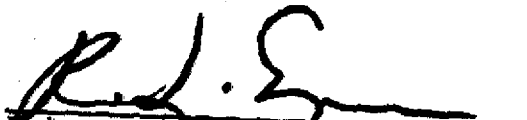
We further agreed that this fact circumstance dispute over whether the grievant received equitable opportunities for overtime compared to another employee should be handled at the lower level. Accordingly, this grievance is remanded to Step 3 for further processing.

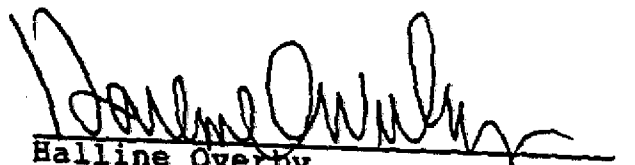
Mr. Halline Overby

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Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to remand this grievance.

Sincerely,

  
Robert L. Eugene  
Labor Relations Department

  
Halline Overby  
Assistant Secretary-Treasurer  
National Association of Letter  
Carriers, AFL-CIO