



## EMPLOYEE AND LABOR RELATIONS GROUP

Washington, DC 20260

September 26, 1974

Mr. Tony R. Huerta  
Assistant Secretary-Treasurer  
National Association of Letter  
Carriers, -AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001

Re: L. Hutchins  
Richmond, VA  
NB-E-1681(N-24)E2-COL-80

Dear Mr. Huerta:

On June 10, 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.

This grievance involves the refusal on management's part to accept a grievance pertaining to a Notice of Charges-Proposed Removal from a Steward prior to the time that a decision had been rendered on the previously mentioned proposal.

We are sustaining this grievance to the extent that management is being advised that, in future situations such as the one with which this grievance is concerned, a grievance may be filed upon receipt of the proposal notice.

We do not believe, however, that granting of the request for two hours pay to the Steward for time he maintains he spent investigating and writing the grievance off-the-clock is

warranted. The National Agreement provides for authorization of payment to a Steward for investigating and writing grievances only when the time spent is part of the Steward's regular work day.

Sincerely,

*George S. McDougald*  
George S. McDougald  
Labor Relations Department