



EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

May 18, 1976

Mr. Alfred K. May
Assistant Secretary-Treasurer
National Association of
Letter Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001

Re: Roger Bockman
Loveland, OH
NC-C-0776 (NC-17) 5CIN-54

Dear Mr. May:

On April 13, 1976, 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.


A supervisor is not prohibited from pointing out a carrier's shortcomings and giving appropriate corrective instructions. However, the union's request that the number of paces per minute be used as an observation and not as a specific criterion or standard of performance by the grievant is sustained.

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The time limitations in this instance were extended by mutual consent.

Sincerely,



Robert H. Hubbell
Labor Relations Department



Alfred K. May
Assistant Secretary-Treasurer
National Association of
Letter Carriers, AFL-CIO