



UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260 - 4130

JAN 17 1984

Mr. Joseph H. Johnson, Jr.
Director, City Delivery
National Association of Letter Carriers,
AFL-CIO
100 Indiana Avenue, N.W.
Washington, D.C. 20001-2197

Re: R. Lowery
Irving, TX 75061
HIN-3A-D 24954

Dear Mr. Johnson:

On December 2, 1983, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

We agreed that in most cases, a grievance involving discipline should be handled at the regional level where witnesses and the factual elements for determining just cause are most readily accessible. However, in a case where either party maintains that the grievance involves an interpretive issue under the 1981 National Agreement, or some supplement thereto, which may be of general application, the union representative shall be entitled to appeal an adverse decision to Step 4 of the grievance procedure.

The union identifies the interpretive issue in this grievance as whether a local supervisor may establish a standard by which he determines that a letter carrier is not walking his route at an acceptable pace.

In addressing the union's stipulation of the interpretive issue, the Postal Service acknowledges that, presently, there is no national standard of paces per minute that, if a letter carrier does not meet, the letter carrier's performance will be considered unsatisfactory. Additionally, standards must be established at the national level. On the other hand, the principle of a fair day's work for a fair day's pay is recognized by all parties to the 1981 National Agreement (Article 34,A).

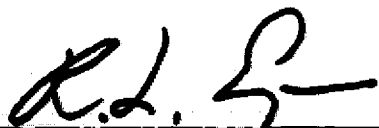
Mr. Joseph H. Johnson, Jr.

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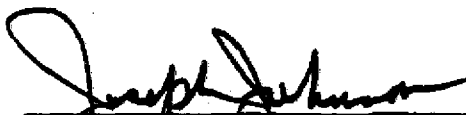
We suggest that this grievance be remanded to the more appropriate forum at Step 3, for application of the concepts herein stated. At that level, all of the other factual arguments that may be raised by the parties can be entertained to assure that this grievance is appropriately adjudicated.

Please sign and return the enclosed copy of this decision as acknowledgment of agreement to remand this case.

Sincerely,



Robert L. Eugene
Labor Relations Department



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