



M 00488

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

February 2, 1981

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

Re: Class Action  
Port Richey, FL 33568  
H8N-3W-C 19684

Dear Mr. Hughes:

On January 29, 1981, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question raised in this grievance involves whether management violated the terms of the National Agreement by reinstating former employees at Step 1 rather than the pay step they had acquired through previous employment.

The Union is asking that management go back to 1966 to grant all steps and back pay to those employees who were reinstated at Step 1. The file does not indicate any specifics that occurred within 14 days from the date of the grievance and it is considered untimely.

Notwithstanding this position, Part 420 of the Employee and Labor Relations Manual states the provisions of Chapter 7 of the Old Postal Manual remain in effect for bargaining unit employees. Part 753.312 of the old Postal Manual gives the appointing officer, who in this instance is the Postmaster, the authority to reinstate former postal employees at Step 1 of the salary level of the position or at any higher step which is less than 1 full step above the highest basic compensation received as a postal employee. During, the tenure of the current Postmaster, at this office, all employees have been reinstated at Step 1. We find this practice to be consistent with the above cited provisions.

Accordingly, we find no violation of the National Agreement.

Sincerely,



Frank M. Dyer  
Labor Relations Department