



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

MAR 12 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: J. Gutierrez  
Houston, TX 77201  
H8N-3U-C 19864

Dear Mr. Overby:

On November 18, 1983, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure set forth in the 1978 National Agreement.

The question in this grievance is whether management improperly required an employee to fill out Form 3971 because the employee would not work overtime in accordance with Article 8, Section 5.

During our discussion, it was mutually agreed that the following would represent a full settlement of this case:

Management may complete Form 3971 for an employee who refused to work overtime; however, the employee cannot be required to sign the form.

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

Time limits were extended by mutual consent.

Sincerely,

*Leslie Bayliss*

Leslie Bayliss  
Labor Relations Department

*Halline Overby*

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