



UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260-0001

FEB 20 1985

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: Class Action
Houston, TX 77201
H1N-3U-C 36133

Dear Mr. Johnson:

On November 28, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question in this grievance is whether an employee who files a grievance has an unfettered right to accompany the steward during the entire investigation of the grievance.

The union contends that management must permit a grievant to be present with the union steward handling the grievance, and investigating the employee's grievance. The union further contends that the grievant must be paid for the time he/she spends accompanying the steward.

It is the position of the Postal Service that union stewards who investigate and handle grievances will be authorized payment in accordance with Article 17, Section 4, of the National Agreement. Article 17 was not intended to provide the grievant with the unfettered right to accompany the steward while the steward is handling the grievance, except as provided in Article 15, Section 2, (Step 1). If it becomes necessary for the grievant to participate in the "handling" of the grievance at Step 2, the grievant would then be paid actual time in accordance with Article 17, Section 4. Each of these situations, however, must be determined on a case-by-case basis.

Based upon the above considerations, this grievance is denied.

Mr. Joseph H. Johnson, Jr.

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Time limits were extended by mutual consent.

Sincerely,

Leslie Bayliss

Leslie Bayliss
Labor Relations Department