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UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW
Washington, DC 20260

AUG 11 1980

Mr. Ronald L. Hughes
Assistant Secretary-Treasurer
National Association of Letter Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001

Re: Branch 458
Oklahoma City, OK
N8-S-0365/S8N3TC15679

Dear Mr. Hughes:

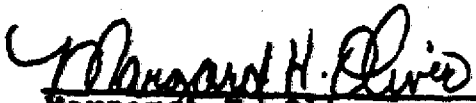
On August 5, 1980, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

In this grievance, the Union Steward requested permission to interview the Vehicle Operations Analyst in connection with a grievance. Management offered to make the Vehicle Operations Analyst available for an interview by telephone because he was working at a facility located ten miles away. ~~The~~ Union Steward indicated dissatisfaction with a phone interview, maintaining that he ~~needed to meet~~ needed to meet with the Vehicle Operations Analyst personally and conduct the interview face-to-face.

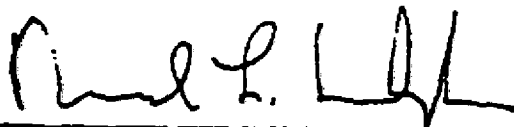
We mutually agreed that the intent of the parties when negotiating Article XV was to resolve grievances at the earliest possible level. We concluded that meaningful discussions between the parties at the early steps of the grievance procedure are required if that intent is to be realized. We recognized that where compelling circumstances exist, a discussion by phone might be the only method available and that management retains the right to define compelling circumstances by taking into consideration all relevant conditions. In this case, the information supplied did not, in our view, establish that the circumstances warranted denial of a face-to-face interview. Therefore, we agreed to resolve this grievance by remanding it to Step 3 for final settlement.

Please sign a copy of this letter as your acknowledgment of this resolution.

Sincerely,



Margaret H. Oliver
Labor Relations Department



Ronald L. Hughes
Assistant Secretary-Treasurer
National Association of Letter
Carriers, AFL-CIO