



M-00623

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

AUG 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: Branch
Palo Alto, CA 94302
H1N-5C-C 17024

Dear Mr. Johnson:

On several occasions, the most recent being February 16, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether management violated Article 17, Section 6, of the 1981 National Agreement by not allowing local union representatives to address, on-the-clock, new employees who had previously been given employee orientation at the MSC level.

The facts in this case indicate that letter carrier craft employees hired by the Palo Alto, California, Post Office are given employee orientation at the San Francisco MSC. During the orientation process held at the MSC, the newly hired carriers are addressed by a representative of the union.

The union contends that the newly hired Palo Alto employees must be addressed by a representative of the local union representing the craft to which the employees are assigned (emphasis added).

It is the position of the Postal Service that under Article 17, Section 6, a representative of the union shall be given ample opportunity to address new employees at an employee orientation program. In the present case, the employees were addressed by a union representative representing the craft to which the employee(s) was assigned.

Based upon the above consideration, 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