

SUBJECT: STEP INCREASE DENIAL

M-00642

COMMENT: Generally any discipline relating to work performance or attendance is considered in denial of step increases. Where such discipline is grieved and sustained step increases should not be withheld.

NOTE: In cases where such discipline has been grieved and a decision is pending, please indicate this in brief.

MAR 28 1977

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

Re: T. Clark
Silver Spring, MD
NC-E-4427/E3-MDC-1178

Dear Mr. May:

On January 26, 1977, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

The information presented in this case indicates that the grievant's step increase was deferred on the basis of unsatisfactory performance during the waiting period as evidenced by several counselings which occurred during this period. However, information available at Step 4 indicates that the counselings referred to were grieved and sustained at Step 2a and the counselings cancelled. In view of this, the stated reasons to support unsatisfactory performance would be negated and the deferral of the step increase would not be justified. To this extent, we find the grievance is sustained.

By copy of this letter, the Postmaster is instructed to reinstate the grievant's step increase effective July 17, 1976.

Sincerely,

(signed)

William E. Henry, Jr.
Labor Relations Department