



M-00645

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EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

JUL 19 1977

Mr. Thomas D. Riley
Assistant Secretary-Treasurer
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001

Re: J. Glover
Houston, TX
NC-S-4767/N5-SW-9115

Dear Mr. Riley:

On February 10, 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.

Supervisors may have work related discussions with employees under their jurisdiction without a steward's presence. However, in this specific instance the supervisor wanted a witness present. This unusual action justifiably caused concern by the employee and as a consequence his request to have a steward present was not unreasonable.

As it relates to the fact circumstances of this grievance case only, the appeal is sustained.

Sincerely,


Robert B. Hubbell
Labor Relations Department

NOTE: Grievant requested a shop steward to be present when confronted with a supervisor who wanted to discuss a work related incident and have another supervisor as a witness. His request was denied.