



M-00668

EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

August 19, 1976

Mr. Alfred K. May
Assistant Secretary-Treasurer
National Association of
Letter Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001

Re: NALC - Local
(S. Olsen)
Bristol, PA
NC-E-2264 (NC-60) / E3-DEL-VAL-439

Dear Mr. May:

Article XV Section 2

On July 8, 1976, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

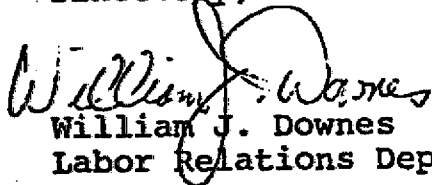
The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

Although during our discussion we agreed that the provisions of the National Agreement do not necessarily exclude a steward going to a grievant's house during the investigation of the grievance, we also agreed that in this situation there were alternatives available relative to the investigation of the referenced grievance. The steward could have called the grievant into the facility so that he could have interviewed the grievant on-the-clock or the parties could have mutually agreed to extend the time limits until the grievant returned from suspension.

Since Article XV, Section 2 allows the employee fourteen (14) days to discuss the grievance with his immediate supervisor, local officials may not designate one particular date during that period as the day the steward should have investigated the grievance. As indicated above, the parties could have arranged a mutually agreeable alternative to resolve the problem presented in this grievance.

By copy of this decision, the parties are to act accordingly in the future. Based upon the foregoing, this case is considered resolved and the grievance closed.

Sincerely,


William J. Downes
Labor Relations Department