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LABOR RELATIONS DEPARTMENT

Mr. Lawrence G. Hutchins  
Vice President  
National Association of  
Letter Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, DC 20001-2197

Re: H7N-5N-C 31554  
H7N-5N-C 31558  
Visalia, CA 93277

Dear Mr. Hutchins:

On September 8, 1992, a prearbitration settlement discussion was held concerning the above-captioned grievances currently pending national arbitration.

After reviewing this matter, we mutually agreed that no national interpretive issue is fairly presented in these cases. The Step 4 decision in Case H1N-5D-C 26954 is applicable to this matter:

The parties at this level agree that under the Weingarten rule, the Employer must provide a union representative to the employee during the course of its investigatory meeting where the employee requests such representation and the employee has a reasonable belief that discussions during the meeting might lead to discipline (against the employee himself).

Whether or not an employee reasonably believes that discipline will result from the investigatory interview is a factual dispute and is suitable for regional determination.


Accordingly, we agreed to remand these cases to the parties at Step 3 for further processing including Regional-level arbitration if necessary.

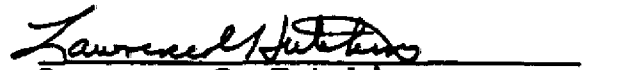


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Please sign and return the enclosed copy of this letter acknowledging your agreement to remand these cases and withdrawing them from the pending national arbitration listing.

Sincerely,

  
Stephen W. Furgeson  
General Manager  
Grievance and Arbitration  
Division

  
Lawrence G. Hutchins  
Vice President  
National Association of Letter  
Carriers, AFL-CIO

Date 9/16/92

Enclosure