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**CONTRACT ADMINISTRATION UNIT
N.A.L.C. WASHINGTON, D.C.**

Mr. Vincent R. Sombrotto
President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue NW
Washington DC 20001-2197

Re: E90N-4E-C 94026528 (S. ELLSWORTH)
E90N-4E-C 94026529 (CLASS ACTION)
E90N-4E-C 94060671 (J. SPIRES)
PORTLAND, OR 97208-2049

E90N-4E-C 94069679 (CLASS ACTION)
EVERETT, WA 98203-9998

Dear Mr. Sombrotto:

On several occasions, most recently December 7, 1995, I met with your representative to discuss the above-captioned grievances at the fourth step of our contractual grievance procedure.

The issue in these grievances involves the scheduling priority to be given part-time flexible employees over transitional employees.

During our discussion, we mutually agreed as follows:

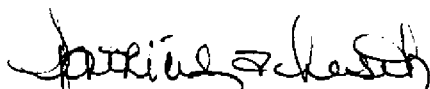
During the course of a service week, the Employer will make every effort to ensure that qualified and available part-time flexible employees are utilized at the straight-time rate prior to assigning such work to transitional employees working in the same work location and on the same tour, provided that the reporting guarantee for the transitional employees is met.

We further agreed to remand these cases to the parties at Step 3 for further processing or to be scheduled for arbitration, as appropriate, and application of the above understanding to the specific fact circumstances of these cases.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to remand these cases.

Time limits were extended by mutual consent.

Sincerely,



Patricia A. Heath
Grievance and Arbitration
Labor Relations



Vincent R. Sombrotto
President
National Association of Letter
Carriers, AFL-CIO

Date: _____