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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: D94N-4D-C 98031046
D94N-4D-C 98045779
Class Action
High Point, NC 27260-9998

Dear Mr. Sombrotto:

On June 12, 1998, I met with your representative to discuss the above-captioned grievances currently at the fourth step of our contractual grievance procedure.

After reviewing this matter, we mutually agreed that no national interpretive issue is fairly presented in these cases.

Accordingly, we agreed to remand these cases to the parties at Step 3 for further processing or to be scheduled for arbitration, as appropriate, with the following understanding:

- Part-time regulars are regular work force employees who are assigned to work regular schedules of less than 40 hours in a service week.
- Part-time regular schedules should not be altered on a day-to-day or week-to-week basis.
- *Part-time regulars are normally to be worked within the schedules for which they are hired. They can occasionally be required to work beyond their scheduled hours of duty. However, their work hours should not be extended on a regular or frequent basis.*

It was also agreed that part-time employees who are expected to be available to work flexible hours as assigned during the course of a service week should be classified as part-time flexibles.

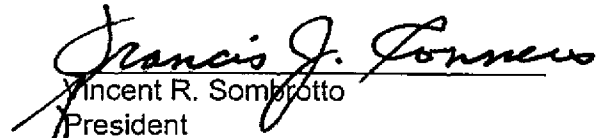
Pg. 2 D94N-4D-C 98031046
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Please sign and return the enclosed copy of this decision as your acknowledgment to remand these cases.

Time limits were extended by mutual consent.

Sincerely,


Richard A. Murmer
Labor Relations Specialist
Grievance and Arbitration


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

Date: 8/12/98