



## EMPLOYEE AND LABOR RELATIONS GROUP

Washington, DC 20000

AUG 31 1977

ARTICLE 8  
SECTION 5  
NOTIFICATION FOLLOWING  
LEAVE

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

Re: E. Sandone  
Drexel Hill, PA  
NC-E-7425/E3-DV-1245

Dear Mr. Riley:

On August 23, 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.

Based on the evidence presented in this grievance, we find that the grievance was procedurally defective because it was not filed within fourteen days of the alleged incident. Notwithstanding the untimeliness of this grievance, local management will in the future whenever possible contact the employees who were on sick leave or annual leave the day prior to their nonscheduled day when overtime duties are available for those employees.

Therefore, it is our conclusion that no violation of the National Agreement occurred and the grievance is denied.

Sincerely,

*Michael J. Harrison*  
Michael J. Harrison  
Labor Relations Department

NOTE: Management would not contact carriers for overtime on their non-scheduled day if they were on sick or annual leave the day before.