



EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

January 17, 1975

ARTICLE	8
SECTION	5
THIRTY NINE SEVENTY	
ONE O.T. EXCUSE	

Mr. Donald Silvestri
Executive Aide, Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

Re: H. J. Bourgea
Fort Worth, TX
AB-S-3651(A-88)3SR-3137-
APWU 3651

Dear Mr. Silvestri:

On November 6, 1974, 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.

The requirement that employees complete a Form 3971 when they are unable to remain on duty in an overtime status is not a violation of the National Agreement. Management may use the means necessary to efficiently conduct its operations. Therefore, the grievance is denied.

Sincerely,

James J. Facciola
Labor Relations Department

JAN 20 1975

1-29-75 [Signature]