



EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

OCT 31 1978

ARTICLE 8
SECTION 8
WAIVER OF GUARANTEE

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

Re: B. Hanson
Gurney, IL
NC-C-12644/5CHI-2346

Dear Mr. Riley:

On October 12, 1978, 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, the carrier did not work a full day due to the carrier taking off to take care of personal business. Work was available for this carrier to perform for a full eight hours, but the carrier chose to be off. The file failed to substantiate that this or any other regular carrier has been told to report for part of the day when a regular carrier was to be called in on their non-scheduled day. We did agree during our Step 4 meeting that management would not solicit employees to work less than their guarantees rather than soliciting employees who would work their full guarantees. We agreed to consider this grievance closed with this understanding.

Sincerely,

Daniel A. Kahn
Labor Relations Department