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EMPLOYEE AND LABOR RELATIONS GROUP
Washington DC 20260

JUN 22 1978

Mr. William J. Kaczor
Administrative Aide
Maintenance Craft
American Postal Workers Union,
AFL-CIO
817 14th Street, NW
Washington, DC 20005

ARTICLE	10
SECTION	
POST	
PTF COURT LEAVE	

Re: T. Cain
St. Paul, MN
AC-C-22573/5-MIN-532
APWU 22573

Dear Mr. Kaczor:

On April 19, 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.

This settlement is without precedent and without prejudice to the position of either party, it may not be cited by either party in any future grievance, hearing, arbitration or for any other purpose.

In consideration of the evidence presented in this case, we find that misunderstanding of the Postal Manual on the part of management misled PTF Clerk, T. Cain, to believe he would receive court leave. Additionally, the policy of the Minnesota Courts is to excuse individuals where jury duty imposes undue hardships on those selected. The Minnesota Court takes the position that to receive no pay while serving jury duty does constitute an undue hardship.

PTF employees are not entitled to court leave. However, under the circumstances in this case, PTF Clerk Cain shall receive compensation for the hours he served as a juror in the Minnesota Court, to the extent such hours do not exceed his scheduled work hours for the Postal Service. Further,