



- 197- AGREEMENT
ARTICLE...
SUBJECT...

UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260
May 7, 1981

ARTICLE	16
SECTION	
SUBJECT	
<i>Discussions</i>	

Mr. Wallace Baldwin, Sr.
Administrative Vice President
Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

MAY 10 1981

AS-1608

Re: Cheryl Palleja
Tampa, FL 33602
H8C-3W-C-25394

Dear Mr. Baldwin:

On April 23, 1981, we met with your representative to discuss the above-captioned case at the fourth step of the contractual grievance procedure set forth in the 1978 National Agreement.

During our discussion, we mutually agreed that there is no interpretive dispute between the parties at the National level as to the meaning and intent of the language set forth in Article XVI of the National Agreement as that language relates to supervisors conducting "discussions" with employees where minor offenses are concerned.

Based upon information contained in the file, the supervisor referred to in this grievance conducted a discussion with the grievant in accordance with the provisions of Article XVI. During the discussion, the supervisor indicated that improvement was needed insofar as the grievant's attendance was concerned. There is nothing in the file which establishes that the discussion was conducted to elicit information relative to the grievant's absence from duty (2 days sick) for the purpose of taking disciplinary action because of that absence. Under these circumstances, the grievant was not entitled to have a steward present. The discussion was properly held in private between the grievant and her supervisor. With this understanding, we mutually agreed to consider this grievance resolved.