



**STEP 4 DECISION**  
**GRIEVANCE ACCEPTANCE**

EMPLOYEE AND LABOR RELATIONS GROUP  
 Washington, DC 20260  
 September 26, 1974

ARTICLE	17
SECTION	
SUBJECT	
STEWARD OFF CLOCK	

Mr. Tony R. Huerta  
 Assistant Secretary-Treasurer  
 National Association of Letter  
 Carriers, -AFL-CIO  
 100 Indiana Avenue, NW  
 Washington, DC 20001

Re: L. Hutchins  
 Richmond, VA  
 NB-E-1681(N-24)E2-COL-80

Dear Mr. Huerta:

On June 10, 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.

This grievance involves the refusal on management's part to accept a grievance pertaining to a Notice of Charges-Proposed Removal from a Steward prior to the time that a decision had been rendered on the previously mentioned proposal.

We are sustaining this grievance to the extent that management is being advised that, in future situations such as the one with which this grievance is concerned, a grievance may be filed upon receipt of the proposal notice.

We do not believe, however, that granting of the request for two hours pay to the Steward for time he maintains he spent investigating and writing the grievance off-the-clock is