



EMPLOYEE AND LABOR RELATIONS GROUP  
Washington, DC 20260

NOV 25 1977

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

Re: NALC Branch  
Venice, CA  
NC-W-9013/W824-77N

Dear Mr. Riley:

On November 8, 1977, 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, we find that part-time flexible employees are not guaranteed forty hours in a work week. In addition, the National Agreement does not require that part-time flexible employees be scheduled in advance. However, there is no contractual provision, nor is it intended, that part-time flexible employees are required to remain at their home or to call the Post Office to ascertain whether their services are needed. Local management should attempt to schedule part-time flexibles in advance wherever possible and fully utilize those part-time flexibles employees on straight time whenever possible prior to scheduling full-time employees on overtime unless that overtime is on the carrier's own route.

Therefore, we find that the issues raised are resolved and this grievance is closed.

Sincerely,

*Michael J. Harrison*  
Michael J. Harrison  
Labor Relations Department