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EMPLOYEE AND LABOR RELATIONS GROUP  
Washington, DC 20260

OCT 4 1977

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

Re: R. Gonzales, Jr.  
Mercedes, TX  
NC-S-6716/N5-WT-12459

Dear Mr. Riley:

On July 12, 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.

Contrary to the allegation raised by the union locally, it is not evidenced that local management was attempting to set the carriers pace. The grievant was observed by management moving at a slow pace while delivering his route and made inquiry as to why he was moving so slow. The answer given by the grievant was that "his feet hurt and that he wanted to save himself". It is acknowledged that there is no set pace at which a carrier must walk and that there is no street standard for walking. However, when an employee, through observation, appears to be moving abnormally slow, management has the right to make inquiry of an employee as to the reason for his slowness. Such an action does not constitute "setting the pace for the carrier". It is our position that, in the circumstances presented, no contractual violation is evidenced; therefore, the grievance is denied.

Sincerely,

*W. E. Henry, Jr.*  
William E. Henry, Jr.  
Labor Relations Department