

SUBJECT P-11
ELP-MANUAL

File Under: X.T.
VII, 1.B.1.
Handbook F-11
LMH 512.212

I N T E R P R E T A T I O N

Article X
Page 13
A8-C-520
FAIRFIELD, OHIO

19
SUBJECT
Leave
accrual

Casual and Temporary Service Not Credible
Toward Leave After January 1, 1977

P-11 Handbook, Exhibit E-1(p.3):

"NOTE. No casual or temporary period of employment with the postal service or any other government agency is creditable for leave purposes after January 1, 1977. However, it is creditable for retirement purposes."

The Union alleged Article X of the Agreement had been violated because the grievant had the credit for his casual employment taken away in determining his leave computation category.

Remedy requested such employment be credible toward leave.

Step 4 Interpretation, February 1, 1980:

"During our discussion, we concluded that at issue in this grievance is the note contained at the end of Exhibit E-3 of the P-11 Handbook.

"We have mutually agreed that this note is to be interpreted to mean that if an employee had a period of casual or temporary employment prior to January 1, 1977, this time, prior to January 1, 1977, is credible towards computation of the leave computation date which is utilized to determine whether an employee is to earn 4, 6 or 8 hours of annual leave a pay period. Time worked as a casual or temporary from January 1, 1977 or later is not credible towards the leave computation date."