



JAN 25 1988

THOMAS K. FREEMAN

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

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COURT
LEAVE

Mr. Thomas Freeman, Jr.
Assistant Director
Maintenance Craft Division
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4107

JAN 21 1988

Re: Class Action
Honolulu, HI 96820
H4C-5B-C 44765

Dear Mr. Freeman:

On December 22, 1987, we met to discuss the above-captioned case at the fourth step of our contractual grievance procedure.

The question in this grievance is whether or not a past practice has been established to allow an employee to voluntarily change their work schedule to coincide with the days the employee was required to be in court under the circumstances which would make them eligible for court leave.

We mutually agreed, in accordance with Arbitrator Gamser's decision dated October 3, 1980, (copy attached) that where it is established in an appropriate proceeding that management of an installation has consistently interpreted the provisions of the E&LR Manual and the related provisions of any earlier manual, regulation, or the Federal Personnel Manual, to allow employees to change their work days, as well as their work hours, to coincide with the court circumstances above, management must continue such practice.

Accordingly, we agreed to remand this case to the parties at Step 3 to determine if a past practice existed as cited above and further processing, including arbitration if necessary.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to remand this case.

Time limits were extended by mutual consent.

Sincerely,

Samuel M. Pulcrano

Samuel M. Pulcrano
Grievance & Arbitration
Division

Thomas K. Freeman, Jr.

Thomas Freeman, Jr.
Assistant Director
Maintenance Craft Division
American Postal Workers
Union, AFL-CIO

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