



UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260
September 14, 1982

ARTICLE	19
SECTION	
SUBJECT	F-21
Free Marks	

Mr. Kenneth D. Wilson
Administrative Aide, Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, N. W.
Washington, D. C. 20005

Re: APWU - Local
Phoenix, AZ 85026
HLC-5K-C-4541

Dear Mr. Wilson:

On August 30, 1982, we met 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.

We mutually agreed that there was no interpretive dispute between the parties at the National level as to the meaning and intent of Article 19 of the National Agreement, as it relates to making employee badge cards available to employees 5 minutes prior to their begin tour.

It is our understanding that the interpretive aspect of the 5 minute-leeway dispute has been decided. Part 145.11 of the Time and Attendance Manual states, in part, although each employee is required to clock in or out on time, congestion at time clocks or other conditions can sometimes cause clock time to vary slightly from established work schedule. Therefore, a deviation may be allowed from the scheduled time for each clock ring up to 0.08 hours (5 minutes)."

Management has the option of making the badge cards available to employees at anytime less than 5 minutes dependent upon the amount of congestion at time clocks or other conditions which may arise. Whether the fact circumstances of this case would justify more than the 2 minutes allowed for employees to clock on in this case is a matter to be determined at the lower level.

SEP 20 1982

Mr. Kenneth D. Wilson

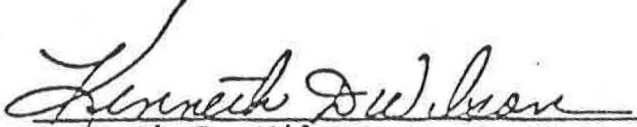
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Accordingly, as further agreed, this case is hereby remanded to Step 3 for further processing by the parties at that level.

Please sign the attached copy of this decision as your acknowledgment of agreement to remand this case.

Sincerely,


Robert L. Eugene
Labor Relations Department


Kenneth D. Wilson
Administrative Aide, Clerk Craft
American Postal Workers Union,
AFL-CIO