



UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW
Washington, DC 20260

January 20, 1982

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|----------------|-------------|
| CLASSIFICATION | F-21 |
| DATE | |
| SUBJECT | FIVE MINUTE |

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

A8-W-2793

Re: G. Cooper
Phoenix, AZ 85026
H8C-5K-C-21330

Dear Mr. Wilson:

On January 1, 1982, 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.

We mutually agreed that there was no interpretive dispute between the parties at the National level as to the meaning and intent of Article XIX of the National Agreement as it relates to the five-minute leeway rule.

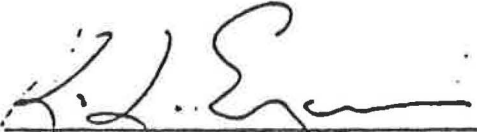
The dispute over whether an employee may be considered late if he clocks on after his scheduled begin tour has been resolved as a Nationally interpretive issue. Congestion at time clocks or other conditions can sometimes cause clock time to vary slightly from the established work schedule. Therefore, a deviation may be allowed ... up to 5 minutes for this reason. (ELM 432.461).

Accordingly, as further agreed, this case is hereby remanded back to Step 3 for further processing based upon the factual circumstances, i.e., whether congestion or other conditions indicated by the ELM, caused the grievant to be late.

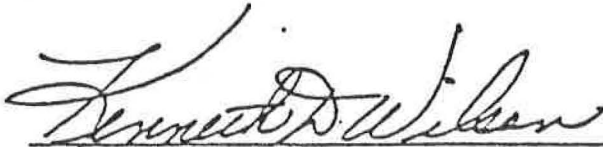
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Please sign the attached copy of this decision as your acknowledgment of agreement to remand this case.

Sincerely,



Robert L. Eugene
Labor Relations Department



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