



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

APR 28 1980

April 25, 1980

ARTICLE	8
SECTION	4 A
SUBJECT	
FIVE MIN. LEEWAY	

Mr. James Adams
Administrative Aide, Maintenance Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

Re: D. Le Veque
Lansing, MI
A8-C-0625/C8C4BC12895
APWU - 0625

D. Willard
Lansing, MI
A8-C-0624/C8C4BC12896
APWU - 0624

Dear Mr. Adams:

On April 3, 1980, we met on the above-captioned cases at the fourth step of the contractual grievance procedure set forth in the 1978 National Agreement.

During our discussion, we concluded that at issue in these grievances is whether or not employees in subject grievances were entitled to overtime.

It is our position that although the grievant was scheduled in two hours before her regular starting time, she was still within the scheduled work week. Article VIII, Section 4, paragraph B, first sentence of the 1978 National Agreement states: "Overtime shall be paid to employees for work performed only after eight hours on duty in any one service day, or 40 hours in any one service week." Part 231.11 of the F-21, Time and Attendance Manual, states: "Overtime is a premium paid to eligible employees for work performed, after eight paid hours in any one service day or 40 paid hours in any one service week." Part 145.12 of the F-21 states: "The five-minute leeway rule for timekeeping purposes applies only to the scheduled tour of duty. If an employee works in an overtime status that is continuous with the scheduled tour, the five-minute leeway rule does not apply to any clock rings