



EMPLOYEE AND LABOR RELATIONS GROUP

Washington, DC 20260

February 13, 1975

Mr. Don Johnson
Administrative Vice President
Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

ARTICLE	8
SECTION	5
SUBJECT	
THIRTY NINE SEVENTY	
O.T. EXCUSE	

Re: G. H. Banks
Houston, TX
AB-S-5237(A-137)/3SR-4665
APWU-5237

Dear Mr. Johnson:

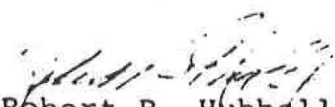
On January 28, 1975, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

The grievant, in this instance, was instructed to complete a Form 3971 after he declined to complete emergency overtime work. The Union contends that no employee should be required to fill out a Form 3971 after 8 hours of work and the form in question should be destroyed. In addition, the Union requests that before an emergency situation is declared, Management so inform the Union's representative.

Form 3971 is a "Request for, or Notification of Absence." Management is within its rights to request the completion of this form at any time an employee states he is unable to perform his assigned duties and requests to be excused. To this extent the grievance is denied. However, in reference to the additional requested remedy, when time and circumstances permit Local Management will inform the Union representative of an emergency situation and the resultant need for manpower.

Sincerely,


Robert B. Hubbell
Labor Relations Department

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CW2-18-75