



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

ARTICLE	12
SECTION	1
SUBJECT	Probationary

OCT 2 1986

Mr. Gerald Anderson
Assistant Director
Clerk Craft Division
American Postal Workers
Union, AFL-CIO
817 14th Street, N.W.
Washington, D.C. 20005-3399

RE: H4C-3W-D 13354
T Mitchell
Miami, FL 33152

Dear Mr. Anderson:

On August 29, 1986, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether the grievant was properly terminated during the probationary period.

It is the position of the Postal Service that no national interpretive issue involving the terms and conditions of the National Agreement is fairly presented in this case. However, inasmuch as the union did not agree, the following represents the decision of the Service on the particular circumstances herein.

Article 12, Section 1, of the National Agreement sets forth provisions, in clear and unambiguous terms, regarding employee probationary periods. "[T]he Employer shall have the right to separate from its employ any probationary