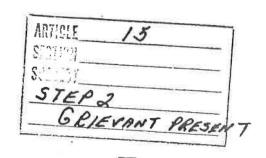


## UNITED STATES POSTAL SERVICE Labor Relations Department 475 L'Enfant Plaza, SW Washington, DC 20260-4100



Mr. Robert L. Tunstall
Assistant Director
Clerk Craft Division
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, D.C. 20005-4107

Re: Class Action H7C-3R-C 241

> Class Action H7C-3R-C 423 Jacksonville BMC, FL 32099

Dear Mr. Tunstall:

On October 14, 1988, we met to discuss the above-captioned grievances at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether the grievant has a right to attend the Step 2 meeting with the union representative.

After reviewing this matter, we mutually agreed that no national interpretive issue is fairly presented in these cases. We further agreed to reaffirm the following principles:

- 1. The necessity of the presence of a grievant at a Step 2 meeting is determined by the union.
- 2. If a grievant is not available to attend the scheduled Step 2 meeting, the parties may agree to reschedule the meeting to a date mutually convenient in order for the grievant to be present.
- 3. There must be adequate notice given by the union, and a significant reason demonstrated by the union in order to justify rescheduling the Step 2 meeting beyond the required seven (7) day limit.