

17

OCT 12 1984

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

ARTICLE	17
SECTION	
SUBJECT	Request For Probationary

Re: APWU - Local  
Salt Lake City, UT 84199  
HLC-5L-C 25010

Dear Mr. Connors:

On October 4, 1984, we met to discuss the above-cantioned grievance at the fourth step of our contractual grievance procedure.

The question raised in this grievance is whether management violated the National Agreement by denying the union's request involving a probationary employee's performance evaluation and termination.

In this grievance, on April 13, 1984, a probationary employee approached a union representative because she had been refused grievance time. On the same date, she had been given a notice of removal to become effective on April 18, 1984.

The union representative asked the supervisor about the situation and was told that probationary employees had no rights under the grievance procedure. The union representative then requested time to investigate the circumstances surrounding the probationary employee's recent performance evaluation. The request was denied.

It is the position of the Postal Service that under the circumstances described in this grievance, denial of the union's request was appropriate. Article 12 specifically excludes probationary period employees from coverage under the grievance procedure when termination is involved. In our view, the sequence of events which led to this grievance