



EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

September 14, 1976

Mr. Alfred K. May
Assistant Secretary-Treasurer
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001

Re: Louise Gittinger
Brunswick, OH
NC-C-2322 (NC-71) 5-CLE-347

Dear Mr. May:


On September 8, 1976, 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 information presented in this case establishes that the grievant was approached by a supervisor and told that she was not making standard. She was not being disciplined at this point, but rather, was being advised as to what the supervisor felt he observed. Such action, in and of itself, does not constitute a violation of the terms and conditions of the National Agreement; therefore, the grievance is denied.

It is acknowledged that the proper stipulated manner for determining the efficiency of an employee and whether or not the employee is, in fact, meeting standards, is to conduct a one-day count as provided in Handbooks M-39 and M-41. Under the circumstances presented in this case, it is not shown that such a formal approach was necessary or that management was seriously questioning the efficiency of the grievant.

Sincerely,


William E. Henry, Jr.
Labor Relations Department