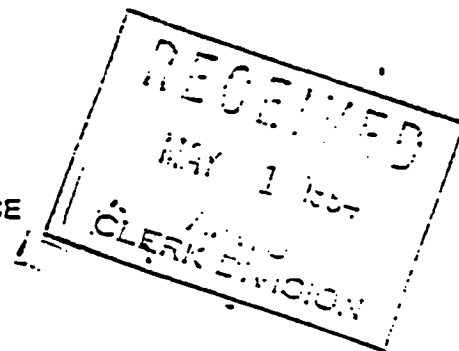




UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260



MAY 1 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

Re: M. Pfister
Elizabeth, NJ 07207
H1C-1N-C 24361

Dear Mr. Connors:

On February 7, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question in this grievance is whether the Postal Service is obligated to pay witnesses for time spent waiting to testify at an arbitration hearing.

During our discussion, it was mutually agreed that the following would represent a full settlement of this case:

1. When arbitration hearings are held at the site where the grievance arose, it is Postal Service policy to stagger the appearance of employee witnesses in order to avoid the need for any waiting time. The consistent practice has been to require employee witnesses to perform work at a location from which they can be readily called when needed to testify. Conversely, when an arbitration hearing is scheduled at a location away from the site where the grievance arose and reasonable waiting time is necessary, the consistent practice has been that the employee remains on employer time while waiting to testify.
2. Payment will be on a no gain-no loss basis.

Mr. James Connors

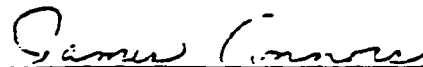
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Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case.

Sincerely,



Thomas J. Lang
Labor Relations Department



James Connors
Assistant Director
Clerk Craft Division
American Postal Workers Union,
AFL-CIO