

UNITED STATES POSTAL SERVICE

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OUR REF:

DATE: 10 March 197

SUBJECT:

Article XVII, Section 3

TO:

DISTRICT DIRECTORS
EMPLOYEE AND LABOR RELATIONS
CENTRAL REGION

The subject of the release of stewards under Article XVII was recently discussed at a regional labor/management meeting. At this time, we wish to reiterate our position on the interpretation of that portion of Article XVII, Section 3 which reads: "Such requests (e.g., the right of a steward to interview the aggrieved employee, supervisors, and witnesses during working hours) shall not be unreasonably denied."

"Reasonable", in our opinion, dictates that in most cases, the grievant and steward should be able to discuss the grievance without delay but 95 percent of the time with no more than a two-hour delay.

While circumstances will sometimes necessitate a delay of more than two hours, normally the delay should not extend beyond the tour of duty in which the request is made. This determination will be based on the availability of the parties involved and service conditions.

Please see that this interpretation is disseminated to all levels of supervisors at the installations within your district.

David H. Charters
Regional Director
Employee and Labor Relations