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OFFICE OF THE
 ASSISTANT POSTMASTER GENERAL
 LABOR RELATIONS DEPARTMENT

Mr. Steven R. Smith
 Director, Labor Relations
 National Rural Letter
 Carriers' Association
 Suite 100
 1448 Duke Street
 Alexandria, VA 22314-3499

JAN 31 1991

Re: H7R-4G-C 25961
 B. Troup
 Chesterton, IN 46304

Dear Mr. Smith:

On November 30, 1990, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether the grievant was entitled to have a union steward present during a discussion under Article 16, Section 2, of the National Agreement.

After reviewing this matter, we mutually agreed that there was no national interpretive issue fairly presented as to the meaning and intent of Article 16 of the National Agreement. This is a local dispute over the application of Article 16, Section 1, of the 1988 National Agreement as discussions of this type shall be held in private between the employee and the supervisor. However, in cases where a reasonable basis exists for the employee to believe that the discussion will result in disciplinary action, a steward may be present. The parties at the local level should apply the above understanding to the specific fact circumstances in order to resolve this case.

Accordingly, we agreed to remand this case to Step 3 for further consideration by the parties.

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

Time limits were extended by mutual consent.

Sincerely,

Kathy M. Chiarello
 For _____
 Kathy M. Chiarello
 Grievance and Arbitration
 Division

Steven R. Smith

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 Director, Labor Relations
 National Rural Letter
 Carriers' Association

[JAN 31 1991]

