



M-00935

EMPLOYEE AND LABOR RELATIONS GROUP

Washington, DC 20060

AUG - 6 1977

ADDRESSEE	7
SECTION	1
SUBJECT	
PTFS PRIOR TO CASUAL	

Mr. Thomas D. Filey
 Assistant Secretary-Treasurer
 National Association of Letter
 Carriers, AFL-CIO
 100 Indiana Avenue, NW
 Washington, DC 20001

Re: NALC Branch
 Irwin, PA
 NC-E-7069/E3ALL-1105

Dear Mr. Riley:

On August 4, 1977, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

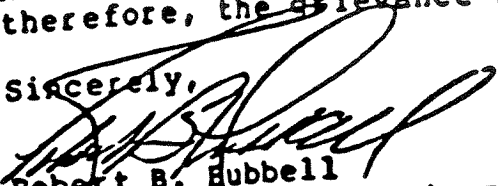
The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

Management will make every effort to insure that qualified and available part-time flexible employees are utilized at the straight time rate prior to assigning such work to casuals. This priority includes cross-craft assignments if (1) the part-time flexible is available and qualified; (2) if overtime will not be required and; (3) if the part-time flexible is not otherwise scheduled for 40 hours during the service week.

In this instance, the part-time flexibles were called but were unavailable. The Union contends that management must determine if work is available and call part-time flexible carriers by 9:30 a.m. The work in question was in the clerk craft and such needs cannot always be ascertained by a predetermined face on the clock.

No violation of the National Agreement has been shown and, therefore, the grievance is denied.

Sincerely,



Robert B. Hubbell
 Labor Relations Department