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

November 17, 1981

Mr. Dallas N. Fields
Director, Labor Relations
National Rural Letter Carriers' Association
1750 Pennsylvania Avenue, NW
Suite 1204
Washington, DC 20006

Re: Class Action
Great Bend, KS 67530
H8R-4H-C-32821

Dear Mr. Fields:

On October 16, 1981, we met on the above-captioned case 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 question in this grievance is whether or not management violated Article X of the National Agreement by not paying several rural carriers administrative leave when they were unable to report for duty due to flooding on June 16, 1981 and June 17, 1981. The Union contends a specific violation of Part 519.211 of the ELM.

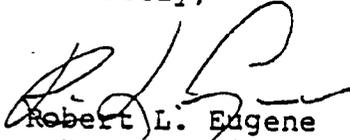
The documentation in the file indicates that there was considerable flooding in this area on the days in question and it is not disputed that flooding may have prevented the rural carriers from reporting.

The Postal Service takes a very strict and narrow view of such "Acts of God" in that they must be general rather than personal in scope and impact. They must prevent groups of workers from reporting. On the days in question only 3 out of 32 employees failed to report on June 16, and 6 out of 32 failed to report on June 17. Maps included in the file show that the employees not reporting were not grouped together, but in fact lived among those who did report.

Accordingly, as we find no violation of the National Agreement, this grievance is denied.

Time limits extended by mutual consent.

Sincerely,



Robert L. Eugene
Labor Relations Department