



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

Mr. Dallas Fields
Director, Labor Relations
National Rural Letter Carriers'
Association
Suite 100
1448 Duke Street
Alexandria, Virginia 22314-3403

Re: R. Gourley
Muncie, IN 47302
H4R-4G-C 70

Dear Mr. Fields:

On June 5, 1985, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question in this grievance is whether a regular rural carrier may be required to report to work on days the carrier is scheduled for jury duty.

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

Under ELM 516.334, an employee who is eligible for court leave and who has a conflict with court duty and his/her regular work schedule may request a temporary change in schedule. If the employee elects not to have his/her schedule changed, the employee is expected to report for duty. Furthermore, under ELM 516.333a, management may require an employee who is excused early from court service to report to the postal installation for the balance of the postal tour of duty. The employee may not be required to report back to work after performing court duty if the combined work and jury time would cause the carrier to exceed the carrier's evaluated time. In any event, management should make every effort to assign rural carriers craft duties to a rural carrier who reports back to work.

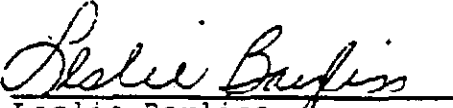
Mr. Dallas Fields

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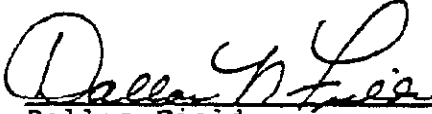
Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case.

Time limits were extended by mutual consent.

Sincerely,



Leslie Bayliss
Labor Relations Department



Dallas Fields
Director, Labor Relations
National Rural Letter Carriers'
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