



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

ARTICLE	19
SECTION	EL 311
FITNESS FOR DUTY, COST	

APR 29 1985

Mr. Joseph H. Johnson, Jr.  
Director, City Delivery  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, D.C. 20001-2197

Re: Class Action  
Framingham, MA 01701  
HIN-1E-C 31854

Dear Mr. Johnson:

On November 28, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question in this grievance is whether management has improperly required employees to bear the costs of incidental expenses associated with undertaking a fitness-for-duty examination.

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

In accordance with Section 342 of the P-11 Handbook, an employee returning to duty after an extended absence must submit evidence of his/her being able to perform assigned postal duties. If local policy dictates that the employee must be seen and cleared by the postal medical officer, the employee shall be reimbursed for travel expenses incurred to attend the examination.

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