

ARTICLE	19
SECTION	EL 311
SUBJECT	FITNESS FOR DUTY, COST

OCT 17 1988

Mr. William Burrus
Executive Vice President
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4107

RE: W. Burrus
Washington, D.C. 20005
H4C-NA-C 79

Dear Mr. Burrus:

On March 17, 1988 we met to discuss the above captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether a postal official other than the installation head may sign Form 2485 ordering an employee to a Fitness for Duty Examination. It is the Union's position that P-11 Handbook, Section 343.3 limits the signature to the installation head only.

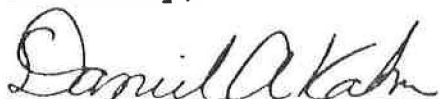
During our discussion we mutually agreed to settle this case based on the following understanding:


Part 343.31 of the P-11 Handbook states, "The appointing officer completes Form 2485, Certificate of Medical Examination, Section B only and the installation head signs it." We agree that the intent of this language is that the installation head will be the postal official authorizing the Fitness for Duty Examination.

This agreement does not preclude management in the future from instituting Article 19 changes, if necessary, to the P-11 Handbook.

Please sign and return a copy of this decision as acknowledgment of your agreement to settle this case.

Sincerely,


Daniel A. Kahn
Grievance and Arbitration
Division


William Burrus
Executive Vice President
American Postal Workers
Union, AFL-CIO