



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

March 3, 1982

Mr. Halline Overby
Assistant Secretary Treasurer
National Association of Letter
Carriers, APL-CIO
100 Indiana Avenue, N. W.
Washington, D.C. 20001

ARTICLE	19
SECTION	ELM
SUBJECT	EXECUTIVE ORDER 5396

Re: J. Escobar
Phoenix, AZ 85026
BIN-5K-D 154

Dear Mr. Overby:

On February 1, 1982, we met on the above-captioned case at the fourth step of the contractual grievance procedure set forth in the 1981 National Agreement.

The question raised in this grievance involves whether a letter of warning was for just cause, yet was referred to Step 4 as an interpretive issue by the USPS Regional Labor Relations Representative. The matters the Step 3 parties obviously desires interpreted, involves Section 514.22, Employee and Labor Relations Manual and Executive Order 5396.

After further review of this matter, we mutually agreed that no National interpretive issue is fairly presented in the particulars evidenced in this case. Executive Order 5396, signed July 17, 1930 by President Herbert Hoover is clear and unambiguous as to the responsibilities of both the employer and the employee. For the benefit of all concerned, a copy of subject Executive Order is enclosed.

Time limits were extended by mutual consent.

Accordingly, as we further agreed, this case is hereby remanded to the parties at Step 3 for further processing if necessary. Please sign a copy of this letter as your acknowledgment of agreement to remand this case.

Sincerely,

Harvey White

Howard R. Carter
Labor Relations Department

Halline Overby

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Assistant Secretary Treasurer
National Association of Letter
Carriers, AFL-CIO

for

Executive Order

Special Leaves of Absence to be Given Disabled Veterans in Need of Medical Treatment

With respect to medical treatment of disabled veterans who are employed in the executive civil service of the United States, it is hereby ordered that, upon the presentation of an official statement from duly constituted medical authority that medical treatment is required, such annual or sick leave as may be permitted by law and such leave without pay as may be necessary shall be granted by the proper supervisory officer to a disabled veteran in order that the veteran may receive such treatment, all without penalty in his efficiency rating.

The granting of such leave is contingent upon the veteran's giving prior notice of definite days and hours of absence required for medical treatment in order that arrangements may be made for carrying on the work during his absence.

HERBERT HOOVER

The White House,

July 17, 1930.

(No. 5308)