

UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW
Washington, DC 20560

June 26, 1986

ARTICLE	19
SECTION	ELM
SUBJECT	FITNESS FOR DUTY

Mr. Thomas A. Neill
Industrial Relations Director
American Postal Workers
Union, AFL-CIO
817 14th Street, N.W.
Washington, D.C. 20005-3399

Dear Mr. Neill:

Recently, you and Jim Lingberg met with Harvey White, Labor Relations Department; Sherry Cagnoli, Office of Labor Law; and Robert Carbonneau, Office of Selection and Evaluation to discuss Arbitration Case Number H1C-4E-C 35264. The question in this grievance is whether management is properly administering urinalysis tests for drugs during fitness-for-duty examinations.

In full and final settlement of this case the parties mutually agree to the following:

It is agreed that during a fitness-for-duty examination a urinalysis test may be required in the judgment of the examining Medical Officer, in accordance with the Employee and Labor Relations Manual, Section 864.33.

2. If an employee's urinalysis is confirmed as positive, management may refer the employee to the Employee Assistance Program.
3. The Postal Service will not discipline employees solely on the basis of a positive drug test but will give them an opportunity to overcome their drug/alcohol problems. Postal Service policy on this issue is described fully in Section 871.3 of the Employee and Labor Relations Manual.
4. With respect to alcohol/drug abuse, it is understood that management has the responsibility to provide safe working conditions and a safe workforce as well as the responsibility to preserve the sanctity of the mail.

Please sign and return the enclosed copy of this letter acknowledging your agreement to settle this case, withdraw HIC-4E-C 35264 from the pending national arbitration list.

Sincerely,

George S. McDougald
George S. McDougald
General Manager
Grievance and Arbitration
Division

Thomas A. Neill
Thomas A. Neill
Industrial Relations Director
American Postal Workers
Union, AFL-CIO

Enclosure

July 1 - 1986
DATE

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