



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

September 2, 1981

197 AGREEMENT

ARTICLE 31 SECTION \_\_\_\_\_  
SUBJECT INFORMATION  
REQUESTS

Mr. Kenneth D. Wilson  
Administrative Aide, Clerk Craft  
American Postal Workers Union, AFL-CIO  
817 - 14th Street, NW  
Washington, DC 20005

Re: Class Action  
Columbus, OH 43216  
H8C-4F-C-29520

2085  
A8-C-

Dear Mr. Wilson:

On August 27, 1981, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

The question in this grievance is whether or not management violated Article XXXI of the National Agreement, when it denied the Union's request for information relating to an employee's medical limitations.

In the instant case, the Union requested information pertaining to an employee's medical limitations. The information was part of the employee's medical file. The Union did not provide management with a signed release of medical information.

In our opinion, the disclosure provisions of the 1978 National Agreement give the Unions the right to review documents and other records which are relevant and necessary for the processing of a grievance. Such information may be made available for inspection, however, only in a manner which is in keeping with the provisions of Section 313.54 of the Employee and Labor Relations (E&LR) Manual. There is no evidence that compliance was met with the referenced section of the E&LR Manual in the instant case.

In view of the foregoing, the grievance as filed in this instance and the remedy sought are hereby denied.

Sincerely,

*Samuel Williams*  
Samuel Williams  
Labor Relations Department

9-8-81