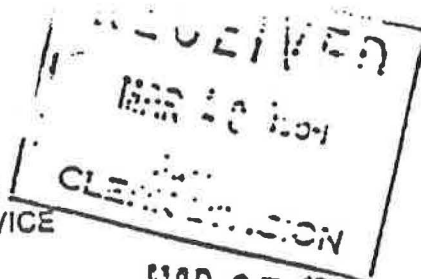




UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, SW  
Washington, DC 20260



MAR 27 1984

ARTICLE	35
SECTION	
SUBJECT	PAR
ATTENDANCE	

Mr. Gerald Anderson  
Assistant Director  
Clerk Craft Division  
American Postal Workers Union,  
AFL-CIO  
817 14th Street, N. W.  
Washington, D. C. 20005-3399

Re: Class Action  
St. Petersburg, VA 22050  
H1C-3W-C 22050

Dear Mr. Anderson:

On February 16, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question raised in this grievance is whether management violates Article 35 of the National Agreement by requiring employees with attendance problems to meet with a PAR counselor.

After further review of this matter, we mutually agreed that no national interpretive issue is fairly presented in the particulars evidenced in this case.

During our discussion, we mutually agreed that management should refer an employee with an attendance problem to meet with a PAR counselor if there is an indication that alcoholism or drug abuse is present. Each case must be reviewed on an individual basis, in accordance with Section 870 of the Employee and Labor Relations Manual.

Conversely, if there is no indication that an employee's attendance problem is caused by alcoholism or drug abuse, then the employee cannot be required to meet with a PAR counselor.

Accordingly, this grievance is being remanded to Step 3 for further processing, if necessary.

Mr. Gerald Anderson

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Please sign and return the enclosed copy of this decision as acknowledgment of agreement to remand this case.

Time limits were extended by mutual consent.

Sincerely,



Robert L. Eugene  
Labor Relations Department



Gerald Anderson  
Assistant Director  
Clerk Craft Division  
American Postal Workers Union,  
AFL-CIO