



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

November 7, 1980

ARTICLE	25
SECTION	
SUBJECT	PAR
	BLANKET
	POLICY

Mr. Gerald Anderson
Executive Aide, Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

Re: B. Smith
Lafayette, LA
A8-S-0933/S8C3QC18475
APWU - 0933

Dear Mr. Anderson:

This letter supercedes my decision dated October 14, 1980.

On October 6, 1980, 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 violates Article XXXV of the National Agreement by requiring employees with attendance problems to attend a conference with the PAR Counselor.

It is our position that management may properly require employees with attendance problems to attend a conference with the PAR counselor if the indicators of alcoholism or drug abuse are present. It was not intended that an across-the-board policy to refer everyone who reaches a particular stage of the disciplinary process to the PAR counselor be established. Supervisors are an important part of the process and should begin at the earliest stage possible to interact with employees in determining the cause of their attendance problems. PAR referrals should be handled on an individual case by case basis and active participation should be voluntary.

Accordingly, as we find no violation of the National Agreement, this grievance is denied.

Sincerely,



Robert L. Eugene
Labor Relations Department