



UNITED STATES POSTAL SERVICE  
Labor Relations Department  
475 L'Enfant Plaza, SW  
Washington, DC 20260-4100

April 6, 1988

Mr. William Burrus  
Executive Vice President  
American Postal Workers  
Union, AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

Dear Mr. Burrus:

This is in further response to my letter of March 24 regarding an Employee Assistance Program Coordinator testifying in an arbitration proceeding.

It is my understanding that local management investigated this matter extensively. As a result, EAP Coordinators will only testify in adversarial proceedings with regard to the program participant's attendance and progress. Furthermore, I have been assured that the Employee and Labor Relations Manual, Section 870, will be complied with.

Should you have any further questions regarding this matter, please contact Harvey White at 268-3831.

Sincerely,

Joseph J. Mahon, Jr.  
Assistant Postmaster General

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ARTICLE	35
SECTION	
SUBJECT	COORDINATOR

RECEIVED  
APR 8 1988  
OFFICE OF  
EXECUTIVE VICE PRESIDENT



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

Mr. Halline Overby  
Assistant Secretary-Treasurer  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, D.C. 20001-2197

MAY 10 1985

ARTICLE	35
SECTION	
SUBJECT	
REFERRAL	

Re: L. Carr  
Richland, WA 99352-9998  
H1N-5D-C 26701

Dear Mr. Overby:

On February 5, 1985, we met to discuss 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 is whether management violated Article 35 of the National Agreement by requiring the grievant with an attendance problem to meet with a PAR Counselor.

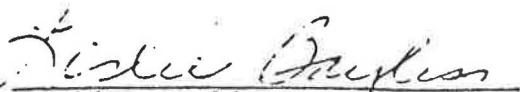
After further review of this matter, we mutually agreed that no national interpretive issue is fairly presented in the particulars evidenced in this case. During our discussion, we mutually agreed that management should refer an employee with an attendance problem to meet with a PAR counselor if there 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.


Accordingly, as we further agreed, this case is hereby remanded to the parties at Step 3 for further processing if necessary.

Please sign and return a copy of this letter as your acknowledgment of agreement to remand this case.

Time limits were extended by mutual consent.

Sincerely,

  
Leslie Bayliss  
Labor Relations Department

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