



UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW
Washington, DC 20260

June 24, 1982

ARTICLE	35
SECTION	PAR
SUBJECT	LEAVE FOR PAR ATTEND

D. NO ARB

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

Re: J. Helton, et al
Seattle, WA 98109
H1C-5D-C-1506

Dear Mr. Anderson:

On April 26, 1982, we met to discuss the above-cited grievance at the fourth step of our contractual grievance procedure as set forth in Article 15, Section 2, of the National Agreement.

The question in this grievance is whether management violated Articles 10 and 19 of the National Agreement, in that the grievants' request for sick leave to attend an Alcoholics Anonymous (A.A.) meeting was denied.

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

The provisions covering sick leave are contained in Chapter 513 of the Employee and Labor Relations Manual (ELM). Section 513.32 sets forth the conditions for authorizing sick leave. It is my understanding that the grievants were not incapacitated for duty by reason of illness or injury when they requested sick leave. They also did not meet any other condition for authorized sick leave as prescribed in the ELM. In particular, attendance at an A.A. meeting is not a recognized "Medical, Dental or Optical Examination or Treatment" as identified in the ELM.

Based upon the above considerations and the case file, I have determined that the denial of sick leave to attend the A.A. meeting was proper. Therefore, this grievance is denied.

Time limits were extended by mutual consent.

Sincerely,

A handwritten signature in cursive script that reads "A. J. Johnson".

A. J. Johnson
Labor Relations Department.