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DEC 13 1984

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

ARTICLE	75
SECTION	
SUBJECT	REFERRAL

Re: R. Price
Nashville, TN 37202
H1N-3F-C 33725

Class Action
Nashville, TN 37202
H1N-3F-C 33476

Class Action
Nashville, TN 37202
H1N-3F-C 33475

Dear Mr. Overby:

On October 31, 1984, we met to discuss the above-captioned cases at the fourth step of our contractual grievance procedure set forth in the 1981 National Agreement.

The question raised in these grievances is whether management violates Article 35 of the National Agreement by requiring an employee 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 these cases.

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.

Mr. Halline Overby


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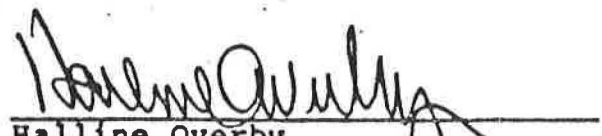
Accordingly, as we further agreed, these cases are hereby remanded to the parties at Step 3 for further processing, if necessary.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to remand these cases.

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