



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

November 3, 1983

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

ARTICLE	35
SECTION	
SUBJECT	REFERRAL

Re: A. Blount
Moraga, CA 94556
H1N-5C-C 14243

Dear Mr. Overby:

On several occasions, the most recent being October 26, 1983, 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 violates Article 35 of the National Agreement by requiring this 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 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.

Mr. Halline Overby

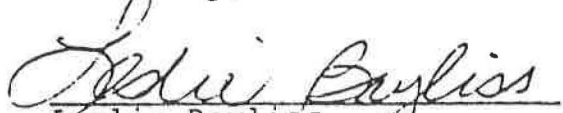
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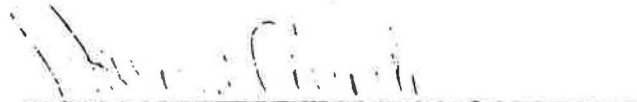
Accordingly, as we further agreed, this case is hereby remanded to the parties at Step 3 for further processing, if necessary.

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