



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

APR 12 1984

Mr. Kenneth D. Wilson
Assistant Director
Clerk Craft Division
American Postal Workers
Union, AFL-CIO
817 14th Street, N.W.
Washington, D.C. 20005-3399

ARTICLE	35
SECTION	
PAR	
REQUIRED IF PROBLEM INDICATED.	

Re: A. Oliver
Phoenix, AZ 85026
HLC-5K-C 2435

Dear Mr. Wilson:

On March 12, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question raised in this grievance 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 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.

Accordingly, this grievance is being remanded to Step 3 for further processing, if necessary.

Mr. Kenneth D. Wilson

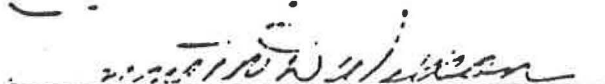
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Please sign and return the enclosed copy of this decision as acknowledgment of agreement to resolve this case.

Sincerely,



Robert L. Eugene
Labor Relations Department



Kenneth D. Wilson
Assistant Director
Clerk Craft Division
American Postal Workers
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