



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

FEB 3 1987

ARTICLE	6
SECTION	
SUBJECT	MATERNITY

Mr. Jim Lingberg  
 National Representative-at-Large  
 Maintenance Craft Division  
 American Postal Workers  
 Union, AFL-CIO  
 1300 L Street, N.W.  
 Washington, DC 20005-4113

Re: C. Whitaker  
 Miami, FL 33152  
 H4C-3W-C 11473

Dear Mr. Lingberg:

On January 13, 1987, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether management violated the National Agreement by requiring the grievant to begin a new six year continuous service period to gain protected status.

The facts in this case indicate that the grievant failed to meet the 20 pay period work requirement during the past anniversary year due to leave without pay for maternity reasons.

The union contends that Article 6.A(3) did not intend to include time on maternity leave as the time not worked for purposes of achieving protected status.

It is the position of the Postal Service that absence from duty for maternity reasons is not considered as "work" for the purposes of the 20 pay period requirement. In fact, Article 6.A(3) contains three (3) provisions for which absence from actual duty will be considered "work" solely for the purposes of this requirement. Leave without pay for maternity reasons is not included among those exceptions. Accordingly, the grievance is denied.

76