

UNITED STATES POSTAL SERVICE

Labor Relations Department
475 L'Enfant Plaza, SW
Washington, DC 20260-4100

ARTICLE 6
SECTION _____
SUBJECT _____
MATERNITY
LEAVE

Mr. Jim Lingberg
National Representative-at-Large
Maintenance Craft Division
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4107

AUG 5 1987

Re: D. Upton
Long Beach, CA 90809
H4C-5B-C 3763

Dear Mr. Lingberg:

On July 30, 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 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.