



UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW
Washington, DC 20260

September 22, 1982

10/19
ATTEND
Local Attendance

Mr. Gerald Anderson
Executive Aide
Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, N. W.
Washington, D. C. 20005

Re: Class Action
Metairie, LA 70009
HLC-3Q-C-6785

Class Action
Metairie, LA 70009
HLC-3Q-C-7125

Dear Mr. Anderson:

On September 1, 1982, we met to discuss the above-captioned grievances at the fourth step of our contractual grievance procedure.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

The issue in these grievances is whether local management violated Articles 10 and 19 of the National Agreement by implementing a Local Attendance Control Program.

After further review of the matter, we mutually agreed that the dispute is one more of application than interpretation and should be resolved at a lower level. A Local Attendance Control Program or sick leave policy cannot be inconsistent with current provisions of Chapter 510 of the Employee and Labor Relations Manual. Any discipline issued pursuant to a local leave policy must meet the just cause provisions of Article 16. Accordingly, as we further agreed, these cases are hereby remanded to Step 3 for review by appropriate Regional Officials. Necessary changes will be made to the disputed Attendance Control Program to ascertain conformity with Sub-Chapter 510 of the Employee and Labor Relations Manual.