



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

ARTICLE 10
 INCREMENTS LESS THAN HOUR

Mr. William Burrus
 Executive Vice President
 American Postal Workers
 Union, AFL-CIO
 1300 L Street, N.W.
 Washington, DC 20005-4107

MAY 4 1988

Mr. Lawrence G. Hutchins
 Vice President
 National Association of Letter
 Carriers, AFL-CIO
 100 Indiana Avenue, N.W.
 Washington, DC 20001-2197

Re: H7C-NA-C 9
 M. Biller
 Washington, DC 20005

Gentlemen:

On February 9, 1988, David Cybulski and Charles Dudek met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether an employee who is on extended absence and wishes to continue eligibility for health and life insurance benefits, and those protections for which an employee may be eligible under Article 6 of the National Agreement may use sick leave and/or annual leave in conjunction with leave without pay (LWOP) prior to exhausting his/her leave balance.

During our discussions, we mutually agreed that an employee in the above circumstances may use sick leave and/or annual leave in conjunction with LWOP prior to exhausting his/her respective leave balance. In addition, this settlement does not limit management's prerogative to grant leave requests at its discretion according to normal leave approval procedures. Furthermore, the Employer is not obligated to approve such leave for the last hour of the employee's scheduled workday prior to and/or the first hour of the employee's scheduled workday after a holiday.