



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

DEC - 6 1984

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

ARTICLE	<u>14</u>
SECTION	_____
SUBJECT	<u>FIT FOR DUTY</u> <u>BY NURSE</u>

Re: D. Schmitt
Orlando, FL 32802
HIC-3W-C 32512

Dear Mr. Anderson:

On August 2, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is involving fitness for duty determinations by postal nurses.

After further review of this matter, we agreed that there was no national interpretive issue fairly presented as to the meaning and intent of Articles 10 and 14 of the National Agreement. When a postal nurse or physician completes a PS Form 3956 Part C, the action is a recommendation. If the employee believes that they are not fit for duty and the recommendation is to return to work, the employee should request to be excused due to illness or injury. The employee should normally submit a completed PS Form 3971 to the supervisor designated to process leave requests. No employee will be required to continue working if he/she feels to ill to do so. However, management may require medical documentation in accordance with ELM 513.36.

Accordingly, we agreed to remand this case to Step 3 for further consideration by the parties, and application of the above understanding.