



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

ARTICLE	19
SECTION	ELM
SUBJECT	DRUG TESTING

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

Re: Local
Phoenix, AZ 85026
H7C-57-C 6018

Class Action
Cherry Hill, NJ 08034
H4C-2B-C 36047

Dear Mr. Lingberg:

On April 25, 1989, 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 is violating the agreement by requiring all potential driving employees to have a complete medical examination, and whether a urinalysis test may be ordered by the Postal Medical Officer.

During our discussion, we mutually agreed that no interpretive issue is fairly represented in this case. We further agreed that the EL-827, Section 261.1 provides that all potential driving employees who have met all applicable requirements for assignments to driving positions must be scheduled for a complete medical exam with results documented on forms 2485 and 4583, with exceptions as outlined in EL-827, 261.2. A urinalysis test may be required in the judgment of the examining medical officer in accordance with ELM 864.33. Across-the-board drug testing and/or random drug testing of present employees is prohibited under any circumstance, under current policy as established by the August 6, 1989, memo from SAPMG Charters.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to close this case.