



DEC 29 1976

EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

December 28; 1976

Mr. John A. Morgen
President, Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

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|---------|------|
| ARTICLE | 19 |
| SECTION | ELM |
| SUBJECT | |
| FORM | 3971 |

Re: R. McClain
Denver, CO
AC-W-3904/W-237-76A

Dear Mr. Morgen:

On November 24, 1976, we met with your representative to discuss the above captioned grievance at the fourth step of our contractual grievance procedure.

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

Annual leave shall be granted to the extent practicable, but management retains the right to approve or disapprove annual leave depending upon circumstances. However, to deny annual leave solely because the employee refuses to state a reason in the remark section of Form 3971 is incorrect unless such leave is of an emergent nature. Therefore, this grievance is sustained.

Sincerely,

Daniel A. Kahn

Daniel A. Kahn
Labor Relations Department