



ARTICLE 2

RELIGIOUS ACCOMMODATION

EMPLOYEE AND LABOR RELATIONS GROUP

Washington, DC 20200

JUL 21 1977

Mr. Thomas D. Riley  
Assistant Secretary-Treasurer  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001

Re: NALC Branch 125  
Fond Du Lac, WI  
NC-C-7451/5-MIL-748

Dear Mr. Riley:

On July 1, 1977, we met with you to discuss the above-captioned grievance 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 determination of whether to grant an employee's request for LWOP rests with management based on the needs of the service. If local management determines that such leave can be granted without creating an undue hardship on the operation or otherwise cause unequal treatment toward other employees, then such leave may be reasonably granted.

However, all requests for leave on Saturday should be treated on an equal basis as has been the past practice at this facility.

Sincerely,

William E. Henry, Jr.  
Labor Relations Department

NOTE: This grievance arose when a member of the Seventh-Day Adventist Church was given every Saturday off for religious purposes. As a result of the Supreme Court Decision in Hardison's case-Management sustained the union by stating that leave requests would be treated on an equal basis.

**POLICY STATEMENT**

## ARTICLE 2

## RELIGIOUS ACCOMODATION

A fundamental part of the Postal Service Equal Employment Opportunity policy is that discrimination based on religion is prohibited. Further, the Postal Service is committed to making reasonable accommodations of employees' and applicants' religious needs with respect to regular schedules, scheduling of tests, training, interviewing, etc., on employees' and applicants' Sabbath or religious holidays. In this regard, managers must be particularly conscious of days on which employees, because of their religious beliefs, may be prohibited from working or required to attend religious services. Methods of accommodating which are consistent with any applicable collective bargaining agreements and our operating requirements must be attempted.

William F. Bolger