



## UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW  
Washington, DC 20260

May 26, 1983

ARTICLE	19
SECTION	ELM
SUBJECT	
ATTENDANCE	
CONTROL	

Mr. Halline Overby  
 Assistant Secretary-Treasurer  
 National Association of Letter Carriers, AFL-CIO  
 100 Indiana Avenue, N.W.  
 Washington, D.C. 20001-2197

Re: Class Action  
 Metairie, LA 70009  
 HLN-3Q-C 7666

Class Action  
 Metairie, LA 70009  
 HLN-3Q-C 7665

Dear Mr. Overby:

On April 26, 1983, we met to discuss the above-captioned case at the fourth step of the contractual grievance procedure set forth in the National Agreement.

The question raised in this grievance is whether local management violated Article 10 and 19 of the National Agreement by implementing a Local Attendance Control Program.

After further review of this matter, we mutually agreed that no national interpretive issue is fairly presented in the particulars evidenced in this case. The issue is a matter of application rather than interpretation. A Local Attendance Control Program cannot be inconsistent with ELM 510. Disciplinary action which results from a local policy must meet the just cause provision of Article 16. Accordingly, we agreed that the parties at Step 3 are to once again review this case to ascertain if the local policy conforms with ELM regulations. If the parties are unable to settle this matter, the issue should be arbitrated at the regional level.

Accordingly, as we further agreed, this case is hereby remanded to the parties at Step 3 for further processing, if necessary.

H. Halline Overby

2

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

Sincerely,



Thomas J. Land  
Labor Relations Department



Halline Overby  
Assistant Secretary-Treasurer  
National Association of  
Letter Carriers, AFL-CIO