



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

October 27, 1981 1978 AGREEMENT

Mr. Kenneth D. Wilson
Administrative Aide, Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

ARTICLE 19 SECTION _____

SUBJECT ELR

ATTENDANCE POLICY

APWU NAT # A8-5-2223

Re: Class Action
Memphis, TN 38101
H8C-3F-C-6552

A8-5-2223

Dear Mr. Wilson:

On August 6, 1981, 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 question in this grievance is whether or not management is violating provisions of the Employee and Labor Relations Manual (ELM) and, thereby, provisions of the National Agreement in connection with the administration of leave within the office with which this grievance is concerned.

Based upon our review of information pertaining to this case, we do not believe that provisions of the National Agreement have been violated as contended by the Union. There is no evidence that management has attempted to change any existing regulations pertaining to leave. Instead, information in the file discloses that guidelines were issued to supervisors for use in the administration of leave under current regulations. Moreover, it is noted that management has advised the Union at both Step 2 and Step 3 that there has been no pre-determined discipline and each situation will be evaluated on the basis of its individual merits.

Accordingly, as we find no violation of the National Agreement, this grievance is denied.

The time limits were extended in this instance by mutual consent.

Sincerely,

George S. McDougald
George S. McDougald
Labor Relations Department