



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

ARTICLE	19
SECTION	ELM
SUBJECT	
ATTENDANCE PROGRAM	

DEC 1 6 1983

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

Re: Branch  
Portland, OR 97208  
HLN-5D-C 14783

Branch  
Portland, OR 97208  
HLN-5D-C 14785

Dear Mr. Overby:

On November 21, 1983, we met to discuss the above-captioned cases at the fourth step of the contractual grievance procedure set forth in the 1981 National Agreement.

The question raised in these grievances is whether local management violated Article 10 and 19 of the National Agreement by implementing local tardiness and sick leave policies.

After further review of this matter, we mutually agreed that no national interpretive issue is fairly presented in the particulars evidenced in these cases. This issue is a matter of application rather than interpretation. A local Attendance 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 these cases 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, these cases are hereby remanded to the parties at Step 3 for further processing, if necessary.

Mr. Halline Overby

2

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

Sincerely,



A. J. Johnson  
Labor Relations Department



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