



EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20250

February 18, 1977

Mr. William J. Kaczor
Administrative Aide
American Postal Workers Union,
AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

FEB 21 1977

Re: APWU - Local
Phoenix, AZ
AC-W-8463/W-1479-76A
APWU - 8463

ARTICLE	19
SECTION	ELM
SUBJECT	
FORM	3971
	SICK LEAVE

Dear Mr. Kaczor:

On January 13, 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.

Based on the evidence presented in this grievance, we find that the grievant failed to submit acceptable medical evidence in support of his request for approved sick leave. His request was properly denied.

In our view, local official may require employees to request that Form 3971 be signed by a physician to substantiate an employee's request for sick leave. However, if the physician refused to utilize the form, acceptable medical statements and certifications written on the doctor's office memo or stationary will be honored.

Therefore, it is our conclusion that no violation of the National Agreement occurred and the grievance is denied.

Sincerely,

Karl A. Wise

Karl A. Wise
Labor Relations Department

