



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

MAY - 2 1985

Mr. Joseph H. Johnson, Jr.  
Director, City Delivery  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, D.C. 20001-2197

ARTICLE	19
SECTION	ELM
SUBJECT	MEDICAL DOCUMENTATION

Re: Class Action  
Washington, D.C. 20013  
H1N-2D-C 5311

Dear Mr. Johnson:

On April 25, 1985, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question in this grievance is whether employees were properly required to submit documentation of illness before they were authorized approved sick leave.

The union contends that management should approve the sick leave prior to the employee submitting the required documentation.

It is our position that no national interpretive issue involving the terms and conditions of the National Agreement is fairly presented in this case. Inasmuch as the union declined mutual agreement in this regard, the following represents the decision of the Postal Service.

Under Section 513.36 of the Employee and Labor Relations Manual (ELM), employees are required to submit medical documentation or other acceptable evidence substantiating their absence when required to do so by a supervisor. Until such time as the documentation is submitted, approval of sick leave by the supervisor is not necessary.

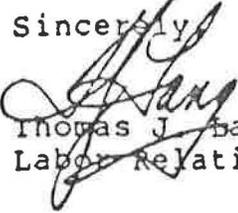
Mr. Joseph H. Johnson, Jr.

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Additionally, this grievance is procedurally defective as it was not timely filed in accordance with Article 15, Section 2, of the National Agreement.

Based on the above considerations, the grievance is denied.

Sincerely,

  
Thomas J. Bang  
Labor Relations Department