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ARTICLE	19
SECTION	ELM
SUBJECT	
SICK LEAVE	
ADVANCE DENIED	

JUL 22 1985

Mr. Thomas Freeman, Jr.  
Assistant Director  
Maintenance Craft Division  
American Postal Workers  
Union, AFL-CIO  
817 14th Street, N.W.  
Washington, D.C. 20005-3399

Re: F. Robinson  
Tulsa, OK 74101  
H1C-3T-C 47985

Dear Mr. Freeman:

On July 15, 1985, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether the grievant was improperly denied advance sick leave.

After reviewing this matter, we mutually agreed that no national interpretive issue is fairly presented in this case.

We agreed that, as stated in ELM 515.111, ". . . For leave purposes, a period of absence covering pregnancy and confinement is to be treated like any other condition which incapacitates the employee from the performance of duty . . ." We also agreed that whether to approve advance sick leave in connection with a disability which results from pregnancy and confinement is a decision that can only be made based on the fact circumstances and is ultimately left to the installation head as provided in ELM 513.521. At Step 4, we have no dispute over the meaning and intent of the ELM provisions cited above.

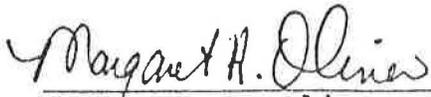
Accordingly, we agreed to remand this case to the parties at Step 3 for further processing including arbitration, if necessary.

Mr. Thomas Freeman, Jr.

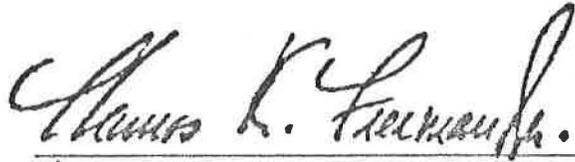
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Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to remand this case.

Sincerely,



Margaret H. Oliver  
Labor Relations Department



Thomas Freeman  
Assistant Director  
Maintenance Craft Division  
American Postal Workers  
Union, AFL-CIO