



EMPLOYEE AND LABOR RELATIONS GROUP  
Washington, DC 20260

SEP 28 1979

Mr. William J. Kaczor  
Executive Vice President, Maintenance  
Craft  
American Postal Workers Union, AFL-CIO  
817 - 14th Street, N. W.  
Washington, D. C. 20005

ARTICLE	19
SECTION	ELM
SUBJECT	VOTING LEAVE

Re: APWU-Local  
Red Bank, NJ  
AC-N-27199/V78-38425  
APWU 27199

Dear Mr. Kaczor:

On January 5, 1979, 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 Postmaster properly exercised administrative discretion as delineated in Section 519.242 of the E&LM Manual in determining the need to authorize excused absence for employees to exercise their voting privilege in the school board elections considered. In these specific circumstances, the Postmaster determined that such leave was not necessary because the employees could exercise their voting privilege by absentee ballot. Therefore, the grievance is denied. However, the file is not clear as to the awareness of the employees that they could so vote and the Postmaster made no announcement of such a possibility until March 1, 1978. Based on these considerations and an equitable evaluation of the grievance, the Postmaster is instructed to review the annual leave granted to employees on February 14 and 21, 1978 for voting purposes and restore that amount that is determined to be necessary and which would have been approved if the employees did not have the right to an absentee ballot.

Sincerely,

Karl A. Wise  
Labor Relations Department

