



UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW  
Washington, DC 20250

June 26, 1986

ARTICLE	14
SECTION	
SUBJECT	URINALYSIS

RECEIVED  
JUL 08 1986  
Grievance and Arbitration Division  
Labor Relations Department

Mr. Thomas A. Neill  
Industrial Relations Director  
American Postal Workers  
Union, AFL-CIO  
817 14th Street, N.W.  
Washington, D.C. 20005-3399

Dear Mr. Neill:

Recently, you and Jim Lingberg met with Harvey White, Labor Relations Department; Sherry Cagnoli, Office of Labor Law; and Robert Carbonneau, Office of Selection and Evaluation to discuss Arbitration Case Number H1C-4E-C 35264. The question in this grievance is whether management is properly administering urinalysis tests for drugs during fitness-for-duty examinations.

In full and final settlement of this case the parties mutually agree to the following:

1. It is agreed that during a fitness-for-duty examination a urinalysis test may be required in the judgment of the examining Medical Officer, in accordance with the Employee and Labor Relations Manual, Section 864.33.
2. If an employee's urinalysis is confirmed as positive, management may refer the employee to the Employee Assistance Program.
3. The Postal Service will not discipline employees solely on the basis of a positive drug test but will give them an opportunity to overcome their drug/alcohol problems. Postal Service policy on this issue is described fully in Section 871.3 of the Employee and Labor Relations Manual.
4. With respect to alcohol/drug abuse, it is understood that management has the responsibility to provide safe working conditions and a safe workforce as well as the responsibility to preserve the sanctity of the mail.