



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

July 14, 1982

Mr. Halline Overby
Assistant Secretary-Treasurer
National Association of Letter Carriers, AEL-CIO
100 Indiana Avenue, N.W.
Washington, D.C. 20001

Re: D. Donovan
Beverly, MA 01915
H8N-LE-C-7980

Dear Mr. Overby:

This supersedes our decision dated May 20, 1982.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

The issue in this grievance involves local management requiring an employee to attend an interview with a PAR counselor.


It was mutually agreed to fully settle this case by application of Part 872.31, Employee and Labor Relations Manual, which states:


"Postal managers and supervisors who have identified employees with apparent alcohol-related employment problems have the responsibility of referring such employees to the program and should contact PAR personnel for assistance and information regarding proper referral procedures. Management has the authority to require the employee to attend an initial PAR interview." Participation in PAR beyond this initial interview is voluntary.

Please sign the attached copy of this decision as your acknowledgment of agreement to resolve this case.

Time limits were extended by mutual consent.

Sincerely,


Howard R. Carter
Labor Relations Department


Halline Overby
Assistant Secretary-Treasurer
National Association of Letter
Carriers, AFL-CIO

NOTE: IT WOULD BE OUR POSITION THAT MANAGEMENT
MUST HAVE A REASONABLE BASIS FOR REQUIRING AN
EMPLOYEE TO ATTEND AN INITIAL PAR INTERVIEW