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MAY 10 1985

Mr. Halline Overby
Assistant Secretary-Treasurer
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, D.C. 20001-2197

Re: L. Carr
Richland, WA 99352-9998
H1N-5D-C 26701

Dear Mr. Overby:

On February 5, 1985, we met to discuss the above-captioned case at the fourth step of the contractual grievance procedure set forth in the 1981 National Agreement.

The question raised in this grievance is whether management violated Article 35 of the National Agreement by requiring the grievant with an attendance problem to meet with a PAR Counselor.


After further review of this matter, we mutually agreed that no national interpretive issue is fairly presented in the particulars evidenced in this case. During our discussion, we mutually agreed that management should refer an employee with an attendance problem to meet with a PAR counselor if there is an indication that alcoholism or drug abuse is present. Each case must be reviewed on an individual basis in accordance with Section 870 of the Employee and Labor Relations Manual.

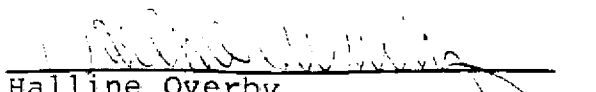
Accordingly, as we further agreed, this case is hereby remanded to the parties at Step 3 for further processing if necessary.

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

Time limits were extended by mutual consent.

Sincerely,


Leslie Bayliss
Labor Relations Department


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