

MAY 12 1976

Mr. Alfred K. May  
Assistant Secretary-Treasurer  
National Association of  
Letter Carriers, AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001

Re: NALC - Local  
(T. Finley)  
Compton, CA  
NC-W-1473 (NC-39)/W-302)-76H

Dear Mr. May:

On May 6, 1976, 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.

The record shows that prior to the holiday in question all carrier employees were notified that any absences on the day following the holiday would require substantiation from that employee.

In our view, to cover all employees in one craft with the referenced requirement is contrary to national policy. Therefore, the grievance is sustained.

Accordingly, by copy of this decision, local officials are notified to retract the referenced local policy and grant sick leave for the day in question to the individuals referenced in the grievance.

This decision in no way removes from local officials the right to demand acceptable documentation from individuals, not on restricted sick leave, depending upon the individual circumstances of each situation.

Sincerely,

(Signed)

Bill Downes  
Labor Relations Department