



M-00663

EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

April 28, 1976

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

Re: J. Douglas
Gretna, LA
NC-S-892 (NC-19)N5-NO-1970

Dear Mr. May:


On April 20, 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.

Having reviewed the evidence in this grievance file, we find that management had proper and sufficient justification for placing the grievant on restricted sick leave. However, information contained in the grievant's file indicates that he has presented a physician's certification that he suffers from a continuing chronic illness condition. Therefore, in the future, management should exercise discretion before requiring the grievant to produce medical certification for absences related to that illness.

Therefore, we conclude that no violation of the National Agreement occurred and the grievance is denied.

Sincerely,


Michael J. Harrison
Labor Relations Department