



M-00664

EMPLOYEE AND LABOR RELATIONS GROUP  
Washington, DC 20260  
October 19, 1976

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

Re: J. Custer  
Johnstown, PA  
NC-E-3042(NC-81)E3-ALL-543

Dear Mr. May:

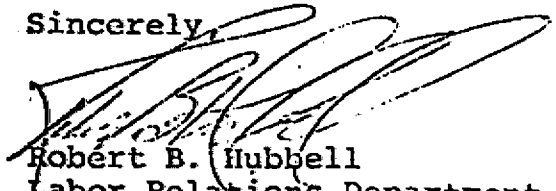
On September 30, 1976, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

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

This grievance was partially sustained at Step 3 due to a procedural deficiency. The only issue remaining at Step 4 concerns the grievant's retention on the restricted sick leave list.

The grievant's overall attendance record tends to justify placement on the restricted list. To this extent the grievance is denied. However, management should take into account absences which are attributable to the employee's disability and as soon as a substantial improvement is shown in the employee's attendance record, consideration will be given to removing his name from the restricted list.

Sincerely,



Robert B. Hubbell  
Labor Relations Department