



M 00705

EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

OCT 31 1977

Mr. Thomas D. Riley
Assistant Secretary-Treasurer
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001

Re: M. Kirkpatrick
Akron, OH
NC-C-8354/5-CLE-1072

Dear Mr. Riley:

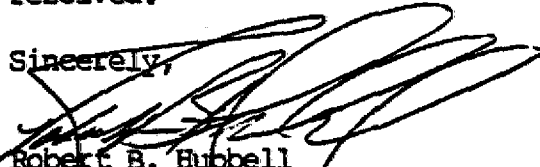
On October 6, 1977 we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

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

When reviewing quarterly attendance records, management is not restricted from establishing a set sick leave usage percentage as a means of identifying records with a potential attendance problem or records requiring additional attention. However, the set percentage, in and of itself, should not be the sole determining factor in taking further corrective action.

In accordance with the above this grievance is considered to be resolved.

Sincerely,


Robert B. Hubbell
Labor Relations Department

NOTE: Management was using a set percentage (8%) to place carriers on restrictive sick leave.