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EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

JUL 21 1977

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

Re: NALC Branch 125
Fond Du Lac, WI
NC-C-7451/5-MIL-748

Dear Mr. Riley:


On July 1, 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.

The determination of whether to grant an employee's request for LWOP rests with management based on the needs of the service. If local management determines that such leave can be granted without creating an undue hardship on the operation or otherwise cause unequal treatment toward other employees, then such leave may be reasonably granted.

However, all requests for leave on Saturday should be treated on an equal basis as has been the past practice at this facility.

Sincerely,


William E. Henry, Jr.
Labor Relations Department

NOTE: This grievance arose when a member of the Seventh-Day Adventist Church was given every Saturday off for religious purposes. As a result of the Supreme Court Decision in Hardison's case-Management sustained the union by stating that leave requests would be treated on an equal basis.