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OFFICE OF THE
ASSISTANT POSTMASTER GENERAL
LABOR RELATIONS DEPARTMENT

CONTRACT ADMINISTRATION UNIT
N.A.L.C. WASHINGTON, D.C.

Mr. Vincent R. Sombrotto
President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, DC 20001-2197

Re: H7N-3A-C 25639
Class Action
Dallas, TX 75260

Dear Mr. Sombrotto:

Recently, a meeting was held with NALC Vice President, Lawrence Hutchins, to discuss the above-captioned case at the fourth step of our contractual grievance procedure.

This case concerns a requirement that all drivers who have had their OF-346 suspended due to negligence or poor or impaired judgment undergo a fitness-for-duty examination, which includes alcohol and drug screening, prior to reissuance of the OF-346.

The parties at this level have previously agreed that "under current policy, as established in the August 6, 1986, memorandum from SAPMG David H. Charters, across-the-board drug testing of present employees is prohibited." (Case No. H7N-5C-C 15273). That memorandum specifies as follows:

Recently, it has come to our attention that drug testing is being used in the field as part of the initial issuance and renewal of the SF-46, Operator's Identification Card, and in Accident Repeater Programs.

Across-the-board drug testing and/or random drug testing of present employees is prohibited under any circumstances. However, on a case-by-case basis, during fitness-for-duty examinations, drug tests may be administered, depending on the specific reasons for the examination as stated by the referring official and/or in the judgment of the examining medical official

The local procedure dated October 16, 1989 will be modified to conform to this policy.



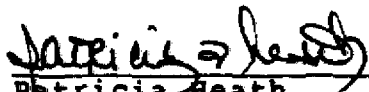
Vincent R. Sombrotto

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Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to resolve this case.

Time limits were extended by mutual consent.

Sincerely,



Patricia Heath
Grievance & Arbitration
Division



Vincent R. Sombrotto
President
National Association of Letter
Carriers, AFL-CIO

Date: 9-10-90