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UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20000

Mr. Halline Overby
Assistant Secretary-Treasurer
National Association of Letter
Carriers, APL-CIO
100 Indiana Avenue, N. W.
Washington, D. C. 20001

Dear Mr. Overby:

On November 5, 1981, you met with Frank Dyer in pre-arbitration discussion of ESN-4B-C-3972 and ESN-4B-C-3973. After a thorough discussion of the issue, it was mutually agreed that the following would represent full settlement of the cases.

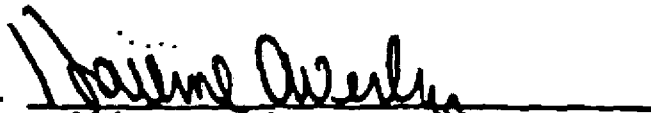
1. An arbitrator has the authority to grant relief in the form of the Postal Service paying for doctor's bill when it is found that supervisory personnel did not have reasonable and sufficient grounds to require medical verification from an employee for absences of 3 days or less.
2. The fact circumstances in these two cases, as to whether or not management was arbitrary and capricious in requesting the medical documentation, are remanded to the Region for handling.

Please sign the attached copy of this letter acknowledging your agreement with this settlement, withdrawing ESN-4B-C 3972 and ESN-4B-C 3973 from the pending national arbitration listing.

Sincerely,


William E. Henry, Jr.
Director

Office of Grievance
and Arbitration
Labor Relations Department


Halline Overby, Jr.
Assistant Secretary-Treasurer
National Association of Letter
Carriers, APL-CIO