



M-01021

UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260

May 13, 1986

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

Dear Mr. Sombrotto:

This is in response to your April 23 letter concerning the testing of letter carriers for the use of drugs.

The representatives for the National Association of Letter Carriers submitted agenda items for the January 7 and April 2 Joint Labor-Management Safety Committee meetings requesting to discuss the Postal Service's policy on drug testing. The subject was discussed fully, addressing the points raised in your recent letter. Your representatives seemed to understand the position of the Postal Service on this issue.


As a reiteration of previous discussions by our representatives on this matter, I will again set forth our position.

- o The Postal Service has no national policy for drug testing.
- o During fitness-for-duty examinations, the medical officer or contract physician may decide that a specific test is necessary. This is based upon the physician's observation and/or medical judgment (ELM 864.3).
- o Disciplinary action will not be taken against an employee based solely on a positive test.
- o Employees who have a problem with drugs/alcohol will be referred to the Employee Assistance Program (EAP). Postal Service policy concerning EAP participation is found in Section 871.3 of the Employee and Labor Relations Manual.

With regard to establishing a future policy, a Postal Service task force is presently studying the testing of applicants and current employees.

For further information regarding this matter, feel free to contact Harvey White at 268-3822.

Sincerely,

for 
Thomas J. Fritsch
Assistant Postmaster General
Labor Relations Department

