



M-01136

EMPLOYEE AND LABOR RELATIONS GROUP
Washington, DC 20260

December 20, 1973

Mr. Emmet Andrews
Director of Industrial Relations
American Postal Workers Union, AFL-CIO
817 - 14th Street N. W.
Washington, D. C. 20005

ARTICLE	10
SECTION	
DATE	
CHOICE	LEAVE
	LWOP

Re: APWU National Union
AB-NAT-34 (1V5)/
APWU - #34

Dear Mr. Andrews:

On December 13, 1973, 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.

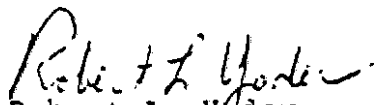
This case concerned a notice issued July 30, 1973, by the Postmaster, San Jose, California, informing employees of the installation that, beginning August 1, 1973, it would be local policy not to grant leave without pay for scheduled vacations. This was inconsistent with Postal Service policy that requests for leave without pay be considered on an individual basis, giving due regard to the total circumstances involved, and that decisions approving or disapproving such requests be based on reasons of merit.

In discussing this matter with you, we indicated that officials of the Western Region had taken appropriate action to remedy the situation grieved. Also, we emphasized that authorizing leave without pay is a matter of administrative discretion. Except for disabled veterans, military reservists and National Guardsmen, who are entitled to leave without pay in certain circumstances, an employee cannot demand that it be granted. It is recognized, of course, that an employee will be granted leave without pay if requested under the provisions of Article XXIV of the National Agreement, provided the terms and conditions specified therein are met.

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We also indicated that, where an employee intermittently requests and is granted approval to be absent from work for the purpose of conducting union business, it is not the intent of the Postal Service that such employee be required to use annual leave to cover the absence. If management determines that the employee's services can be spared and it approves the requested absence, then the employee has the option of using annual leave or leave without pay to cover the absence.

Sincerely,



Robert L. Yoder
Labor Relations Department