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OCT 10 1997

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

Mr. William H. Young  
Vice President  
National Association of  
Letter Carriers, AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001-2197

Re: F94N-4F-D 97026204  
V. Davis  
Lynwood, CA 90262-9998

F90N-4F-D 95063343  
G. Calderon  
Northridge, CA 91324-9998

Dear Mr. Young:

Recently, you met with our representative to discuss the above-referenced grievances currently pending national level arbitration.

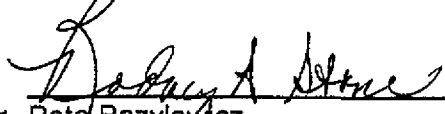
Concerning the interpretive issue presented in these cases, it was mutually agreed as follows:

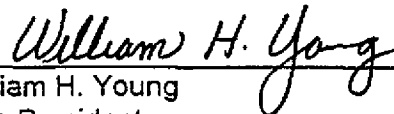
In a disciplinary hearing involving just cause, the union may argue as an affirmative defense that management's actions were inconsistent with the Family and Medical Leave Act.

It was further agreed to remand these cases to Step 3 for further processing or to be scheduled for arbitration, as appropriate.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to remand these cases, removing them from the pending arbitration listing.

Sincerely,

  
Pete Bazylewicz  
Manager  
Grievance and Arbitration  
Labor Relations

  
William H. Young  
Vice President  
National Association of Letter Carriers,  
AFL-CIO

Date: 10/16/97

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CAU Madri