



M-01414

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JUN 15 2000

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

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

Re: NATAL, J.
A90N-4A-C 96034188
New York, NY 10199-9511

KREITMAN, J.
A94N-4A-C 96057876
New York, NY 10199-9511

HARADA, M.
A94N-4A-C 96056335
New York, NY 10199-9511

Dear Mr. Young:

Our respective representatives recently met in a prearbitration discussion of the above-referenced grievances.

These cases concern the procedure to be followed by injured employees (non-work related) returning to work when a medical review is required prior to their return to work. The specific issue presented is whether medical clearances are done on or off the clock.

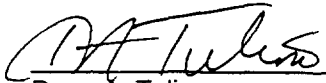
After reviewing this matter, we mutually agreed that no national interpretive issue involving the terms and conditions of the National Agreement is fairly presented in these cases.

We agree that the Postal Service can require a medical clearance by a physician designated by the installation head as provided for by EL-311. All such medical clearances are obtained by the employee(s) while off the clock in accordance with the appropriate handbooks and manuals including the EL-311 and the ELM.

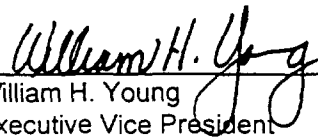
However, if the employees in question had already clocked in, they will be compensated for time lost up to, but not to exceed, the appropriate work hour guarantees.

Please sign and return the enclosed copy of this letter as your acknowledgement of agreement to remand this case to step 3 for further processing including arbitration if necessary, removing it from the pending national arbitration listing.

Sincerely,



Doug A. Tulino
Manager
Labor Relations Policies and Programs



William H. Young
Executive Vice President
National Association of Letter
Carriers, AFL-CIO
Date: 6-26-2000