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N.A.L.C. WASHINGTON, D.C.

Mr. A. P. "Tony" Martinez
Vice President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001-2144

Re: Q94N-4Q-C 99224270
Washington, DC 20260-4120

Dear Mr. Martinez:

On several occasions, the most recent on January 19, 2000, Nora Becker of my staff met in prearbitration discussions with your representatives to discuss the above-captioned case.

The case dealt with revisions to the Employee and Labor Relations Manual, Section 510; promulgated by Transmittal Letter No. 14.

Without prejudice to either party's position on procedural issues, we mutually agreed that the deletion of language in ELM 514.22 did not change any substantive rights, was purely editorial in nature and was duplicative to language already contained in ELM 515.42.

In settlement of this case, the parties agreed there is no dispute that an employee who requests and is entitled to time off under ELM 515, Absences for Family Care or Serious Health Problem of Employee, must be allowed up to a total of 12 workweeks of absence within a Postal Service leave year. LWOP may be taken in conjunction with annual or sick leave for which the employee is qualified. An employee need not exhaust annual or sick leave prior to requesting LWOP.

Accordingly, the parties agree to close Case No. Q94-N-4Q-C 99224270 and remove it from the pending national arbitration list.

Sincerely,

Doug A. Tulino
Manager
Labor Relations Policies
and Programs

Tony Martinez
Vice President
National Association of Letter
Carriers, AFL-CIO

3-28-2000

Date: