



Mr. William H. Young
 President
 National Association of Letter
 Carriers, AFL-CIO
 100 Indiana Avenue, NW
 Washington, DC 20001-2144

Re: Q98N-4Q-C 00187358
 Class Action
 Washington DC 20260-4110

Dear Mr. Young:

Recently our representatives met in prearbitration discussion of the above referenced grievance.

After reviewing this matter we mutually agreed to clarify MI-EL 860-2000-7 by making the following changes to the first paragraph on page seven.

The purpose of the Postal Service fitness-for-duty medical assessment is to ascertain whether or not the employee is capable of meeting the requirements of his or her job. If a mental status evaluation is required as part of a general The fitness-for-duty medical assessment, ~~requires that the employee is required to~~ report any relevant past or current physical, mental, or psychological conditions to the examining physician. Employees are required to answer, in writing, relevant questions on the medical assessment document and, if requested by the evaluating medical personnel, submit additional medical documentation from their private medical provider.

We further agreed that this change will be incorporated when the information in MI-EL 860-2000-7 replaces Section 161.2 of Handbook EL-806, *Health and Medical Services* in a future publication of that handbook.

The Postal Service affirmatively represents that there are no changes in policy that directly relate to wages, hours, or working conditions pursuant to Article 19 of the National Agreement in the MI-EL 860-2000-7. Time limits for an Article 19 appeal will not be used by the Postal Service as a procedural argument if the union subsequently determines that there has been a change(s) that directly relates to wages, hours, or working conditions.

Please sign and return the enclosed copy of this decision as acknowledgment of your agreement to resolve this case and remove it from the pending national arbitration docket.

Sincerely,

Doug A. Tulino
 Manager, Labor Relations
 Policies and Programs
 Labor Relations

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

Date: 9/16/83