JUL 19 1977

Mr. Thomas D. Riley
Assistant Secretary-Treasurer
National Association of Letter
  Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001

> Re: NALC Branch
>   Lynchburg, VA
>   NC-E-5066/E3-VA-294

Dear Mr. Riley:

On March 3, 1977 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.

Based on the evidence presented in this grievance, we find that
the Absent Control Policy dated June 4, 1976 is correct and not
in conflict with the National Agreement or applicable regulations,
with exception of the following provisions which should be changed:

> "Those parts dealing with USPS Form 3971 will be modified to
> read, "appropriate medical statements written on a doctor's
> office memoranda or stationery which are signed by the
> doctor are considered to be an acceptable medical certifi-
> cation in lieu of a completed PS Form 3971. This is not
> to say that local managers are precluded from providing
> employees with a form 3971 to take to their doctor. However,
> should an employee return with an appropriate medical state-
> ment, such a document is acceptable and there is no need for
> an additional statement from the doctor certifying that he
> will not sign the Form 3971."

> Local Management is reminded that all absences must be reviewed
> and handled on the factual circumstances involving that individual
> absent employee.

In addition local management will recognize that under certain
extenuating factual circumstances carrier craft employees may
find they are unable to report their intentions to return to
work later than the two hours prior to their scheduled reporting
time after being absent due to sickness.

Therefore, the issues raised are resolved and this grievance is closed.

Sincerely,

Michael J. Harrison
Labor Relations Department