



## UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW  
Washington, DC 20260

November 9, 1983

Mr. Halline Overby  
 Assistant Secretary-Treasurer  
 National Association of Letter Carriers, AFL-CIO  
 100 Indiana Avenue, N.W.  
 Washington, D.C. 20001-2197

Re: Branch  
 Lancaster, CA 93534  
 HLN-5G-C 14955

Dear Mr. Overby:

On several occasions, the most recent being October 26, 1983, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question in this grievance is whether management may properly require an employee to have his/her physician complete the Employee Work Limitation form.

During our discussion, it was mutually agreed that the following would represent a full settlement of this case:

Under ELM 513.362, an employee is required to provide "acceptable evidence of incapacity to work." The form in question has been determined by local management to meet that requirement. Accordingly, the form may be provided as a convenience to an employee, and its use by employees is optional.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case.

Sincerely,

Leslie Bayliss  
 Labor Relations Department

Halline Overby  
 Assistant Secretary-Treasurer  
 National Association of Letter Carriers, AFL-CIO