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AUG 31 1977

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

Re: W. Cischke
Troy, MI
NC-C-7450/SDet-2385

Dear Mr. Riley:

On August 23, 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 there was sufficient cause for placing the employee on sick leave restriction. Therefore, it is our conclusion that no violation of the National Agreement occurred and the grievance is denied. However, management should inform employees prior to placing them on restricted sick leave that their usage of sick leave demonstrates a pattern of abusing the use of sick leave.

Sincerely,

(signed)

Michael J. Harrison
Labor Relations Department