

LABOR RELATIONS



May 1, 1997

Mr. William Burrus
Executive Vice President
American Postal Workers Union,
AFL-CIO
1300 L Street, NW
Washington, DC 20005-4128

MAY 1997
Received
Office of
Washington, DC

Dear Bill:

This letter is in response to your correspondence dated February 27, 1997, concerning the application of donated leave to periods of LWOP and receive payment. You indicated that in Des Moines, the Data Center has refused to apply donated leave retroactively and instead has retroactively deducted earned sick leave accumulated after the employee's return to duty.

There is no disagreement between the parties over the right of employees to apply donated leave retroactively to a period of authorized absence. The Des Moines issue was investigated and a PS Form 2240 has been generated in order to credit the employee's leave retroactively.

If there are any questions concerning this matter, you may contact Barbara L. Phipps of my staff at (202) 268-3834.

Sincerely,

A handwritten signature in black ink, appearing to read "P. Sgro".

Peter A. Sgro
Acting Manager
Contract Administration APWU/NPMHU



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

William Burrus
Executive Vice President
(202) 842-4246

February 27, 1997

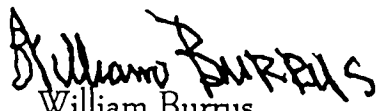
Dear Tony:

In the implementation of the Leave Sharing agreement, the parties have agreed that employees who have been donated leave may apply the leave to periods of LWOP and receive payment. In at least one case emanating from Des Moines, the Data Center has refused to apply the donated leave retroactively and instead has retroactively deducted earned sick leave accumulated after the employees return to duty.

This is to determine if there is a disagreement between the parties over the right of employees to apply donated leave retroactively to a period of authorized absence.

Thank you for your attention to this matter.

Sincerely,


William Burrus
Executive Vice President

Anthony J. Vegliante, Manager
Grievance & Arbitration Division
475 E'Enfant Plaza, SW
Washington, DC 20260

WB:rb
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May 17, 1994

MAY 1994
F. J. Rodriguez
Office of This
Executive
Vice President

Mr. William Burrus
Executive Vice President
American Postal Workers Union,
AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4128

Dear Bill:

This is in response to your April 20 inquiry regarding the eligibility of postal employees to use leave donated under the Leave Sharing Program for absences authorized under the Family and Medical Leave Act.

Employees who suffer serious personal health conditions and who are eligible for coverage under the Family and Medical Leave Act may participate in the Leave Sharing Program (LSP). However, eligibility is not automatic in that the employee must qualify under the current provisions of the LSP. For example, donated leave would not be available to employees who may qualify for FMLA before they exhaust their earned/unused sick and annual leave balances and accumulate 80 hours or more of leave without pay due to the serious health condition. Also, an employee may be eligible for coverage under FMLA but may be excluded from the LSP because he/she is a noncareer employee.

This is certainly consistent with existing leave policies and with our viewpoint that employees need our support and consideration when confronted with serious illnesses. If you have any further questions, please contact Corine T. Rodriguez at (202) 268-3823.

Sincerely,

A handwritten signature in black ink, appearing to read "Sherry A. Cagnoli".

Sherry A. Cagnoli
Manager
Contract Administration (NALC/NRLCA)
Labor Relations