

UNITED STATES POSTAL SERVICE  
CENTRAL REGIONAL OFFICE

Chicago, IL-606

DATE: August 23, 1985

POSTMASTER

AUG 26 1985

OUR REF: CE232:WDBoolton:srs:-0232

AUG 29 8 29 AM '85

DES MOINES, IOWA 50318

SUBJECT: Limited Duty Assignments Provided  
to Employees Injured on Duty

TO: District Managers  
Central Region

Copy-DIRS  
EZR

Mr. Tolson	
Mr. E. A. Tamm	
Mr. C. V. Whelan	
Mr. J. P. Mohr	
Mr. J. M. Winterrowd	
Mr. R. M. Callahan	
Mr. G. M. Brown	
Mr. W. M. Blum	
Mr. J. A. Harrison	
Mr. J. C. Yund	
Mr. J. E. Spillane	
Mr. J. J. Shusterman	
Mr. J. W. Gandy	
Mr. L. R. Jones	
Mr. M. J. Smith	
Mr. N. J. Cunniff	
Mr. P. J. Carlini	
Mr. R. J. Casper	
Mr. T. J. Gorman	
Mr. W. J. Rouse	
Mr. W. J. Shott	
Mr. W. J. Tavel	
Mr. W. J. Tompkins	
Mr. W. J. Wynn	
Mr. W. J. Ziegler	
Miss G. M. Brown	
Miss M. J. Smith	
Miss N. J. Cunniff	
Miss P. J. Carlini	
Miss R. J. Casper	
Miss T. J. Gorman	
Miss W. J. Rouse	
Miss W. J. Shott	
Miss W. J. Tavel	
Miss W. J. Tompkins	
Miss W. J. Wynn	
Miss W. J. Ziegler	

E+LR-Directors MSY/lmc

Several lawsuits have been filed, either by an individual or collective group, against the Postal Service regarding limited duty assignments. These lawsuits have evolved as a result of the implementation of local procedures by field personnel which are inconsistent with established policy and procedures. Enclosed is Section 546.16 of the Employee and Labor Relations Manual for your reference.

Some of the issues raised in these lawsuits include:

1. Limited duty assignments made to one central unit which appears to discriminate against injured workers;
2. Limited duty intentionally assigned to an undesirable tour (I or III) so injured employee will be forced to return to regular duty;
3. Injured employees being assigned to another facility which requires extended travel time for the employees to report;
4. Injured employees being assigned to another craft when it is feasible to provide a limited duty assignment in the employee's regular craft.
5. Injured employees not allowed to bid on vacant positions while employees are placed on limited duty.

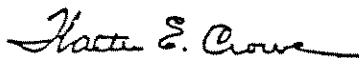
To prevent such future occurrences of this nature, a concerted effort must be made by management to assign limited duty within the scope and order of priority outlined in 546.141 (a-d).

On occasions, we realize it may be difficult to identify such assignments that will fully accommodate an employee's medical limitations. In those circumstances where it is impossible to make such assignments, every reasonable effort should be made to keep the limited duty assignment as close as possible to the facility, craft and hours of the employee's regular assignment. This will minimize any disruptive impact on the injured employee and lessen the number of problems resulting from the temporary assignment.

When it becomes evident that an employee, due to the job related disability, will be unable to return to the regular duties, then it will be necessary to reassign that individual to a permanent position that will accommodate the employee's medical restrictions.

Please disseminate this information to your field personnel. The early return to work efforts have met with much success in reducing postal compensation costs; and we greatly appreciate your involvement and support. As we continue these efforts, we hope to improve the overall effectiveness of handling this program.

Should any questions arise concerning this matter, please contact Walter Boolton (886-2190) or Albert Prais (886-3634).

  
Walter E. Crowe  
Regional Director  
Employee and Labor Relations

Enclosures