

LABOR RELATIONS



February 22, 1996

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

▲  
FEB 1996  
Received  
Office of The  
Executive  
Vice President

Dear Bill:

This will serve to further respond to your correspondence dated January 23 and follow up to your telecon with Donna Gill on February 13 regarding the Sick Leave for Dependent Care MOU. There is no dispute that this provision allows employees to use up to 80 hours of earned sick leave to care for family members. There is no requirement that employees use sick leave to cover such absences. It is incumbent upon the employee to submit a request for sick leave when he/she wants to be paid sick leave to cover such absences. The parties do not require the employee to use sick leave under such circumstances.

I hope this satisfactorily addresses your concerns.

Sincerely,

A handwritten signature in cursive script, appearing to read "Anthony J. Vegliante".

Anthony J. Vegliante  
Manager  
Contract Administration APWU/NPMHU



**American Postal Workers Union, AFL-CIO**

1300 L Street, NW, Washington, DC 20005

January 23, 1996

**William Burrus**  
Executive Vice President  
(202) 842-4246

Dear Tony:

This is to clarify the newly negotiate provisions in the Dependent Care Memorandum permitting an employee to use sick leave to care for a family member. The union interprets the use of sick leave as optional, pursuant to the determination by the employee. The intent of the Memorandum was that the use of sick leave to care for a family member is now consistent with postal rules, but the parties did not require the employee to use sick leave in such circumstances.

In some circumstances, I can envision that an employee's absence is justified to care for a family member but the employee will elect not to use sick leave.

I am aware that the parties at the national level have a disagreement over the use of LWOP at the employee's option, but I view this issue as different in that the parties specifically provided in the newly negotiated language that "sick leave may be used". In addition, once the 80 hours have been exhausted, the employee is prohibited from using sick leave no matter their sick leave balance.

This is to determine if the employer agrees with the union's position that information provided to employees does not cause the initiation of grievances throughout the country.

Sincerely,

*William Burrus*  
William Burrus  
Executive Vice President

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

cc: G. Bell

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