



Mr. Fredric V. Rolando, President
National Association of Letter Carriers, AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001-2144

NALC #7774
Re: Q98N-4Q-C-00176905
NALC 7774
Class Action
Washington, DC 20260-4100

Dear Mr. Rolando:

On several occasions our representatives met in prearbitration discussion of the above-referenced grievance, currently pending at national arbitration.

The issue in this case is whether the proposed revisions to Issue 15 of Section 510 of the Employee and Labor Relations Manual (ELM), Issue 15, which were transmitted by letter dated April 21, 2000, violated Article 19 of the National Agreement.

The parties agree to resolve this case based on the following understanding:

Replacement of "leave year" with "calendar year" in ELM 512.3 does not change leave accrual or crediting.

Revision of ELM 512.412, *Emergencies*, and 513.332, *Unexpected Illness or Injury*, does not alter Family Medical Leave Act certification procedures or Postal Service paid leave policies.

Please sign and return the enclosed copy of this decision as acknowledgment of your agreement to resolve this grievance, removing it from the national arbitration listing.

Sincerely,

Handwritten signature of Alan S. Moore in black ink.

Alan S. Moore, Manager
Labor Relations Policy
and Programs

Handwritten signature of Fredric V. Rolando in black ink.

Fredric V. Rolando, President
National Association of Letter
Carriers, AFL-CIO

Date: 5-20-10