



## STEP B DECISION

**Step B Team:**  
USPS:  
**Rene Benavidez**  
NALC:  
**Karrie Blough**

District:  
**Rio Grande**

Formal A Representatives:  
USPS  
**A. Alderete**  
NALC  
**J. Perez**

Decision: **RESOLVE**  
USPS Number: **G06N-4G-C 1225 4376**  
Grievant: **C. Camacho**  
Branch Grievance Number: **421-494-12**  
Branch: **421**  
Installation: **San Antonio**  
Delivery Unit: **Lockhill**  
State: **TX**  
Incident Date: **07/02/12**  
Date Informal Step A Initiated: **07/12/12**  
Formal Step A Meeting Date: **07/18/12**  
Date Received at Step B: **07/30/12**  
Step B Decision Date: **08/21/12**  
Issue Code: **10.2000, 19.2000**  
NALC Subject Code: **507450**



### **Time Limits at Step B Mutually Extended**

#### **ISSUE:**

Did management violate Article 3, 10, and or 19 (ELM) Restricted sick leave/Deems desirable when management required the grievant to provide documentation when she called in sick for less than three days? If so, what is the appropriate remedy?

#### **DECISION:**

The Dispute Resolution Team, (DRT), agree to **RESOLVE** this grievance. The use of "deems desirable" in this case in effect puts the grievant on restricted sick leave in circumvention of the requirements for such contained in ELM 513.391. Management will remove the "deems desirable" request in the eRMS requiring the grievant to provide medical documentation or other acceptable documentation to substantiate all further unscheduled absences. This decision is based on the fact circumstances presented in this case file and is in no way intended to prohibit management from exercising their right to request documentation *properly* for an unscheduled absence for any employees. See the DRT Explanation.

#### **EXPLANATION:**

The union contends that when Ms. Camacho called in sick from 06/25 through 06/26, management had already put her on the deems desirable list. The union states that when the grievant called in sick, she discovered that she was required to bring in medical documentation to explain her absence. The grievant then had to make an appointment to comply with management's request for documentation, and the next available appointment was on 06/27.







