



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

William Burrus
Executive Vice President
(202) 842-4246

April 22, 1999

Dear Tony:

By copy of your letter dated June 23, 1995 agreement was reached that forms prepared by APWU had been reviewed by appropriate Headquarters functional areas and "are acceptable for usage by managers to approve or disapprove FMLA leave requests." I have received information that Districts have informed APWU Locals that the forms will no longer be accepted.

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Western Region

The decision to discontinue the recognition of the APWU forms is reported to be in response to alleged information received from the Department of Labor that they intend to modify the WH 380; however in a meeting with DOL officials they disavow any intent to modify this form. If and when DOL modifies the information required of employees to justify FMLA absences, the union is available to discuss the need to modify the APWU forms, but in the interim, the national parties mutually agreed to the contents of the APWU forms and further agreed that they would be acceptable for FMLA absences. Local postal officials are not empowered to modify the parties' national agreement.

Please respond that the local parties are advised of the national policy on the acceptance of the APWU forms.

Sincerely,

William Burrus
Executive Vice President

Mr. Anthony Vegliante
Vice President
Labor Relation
475 L'Enfant Plaza, SW
Washington, DC 20260



LABOR RELATIONS



April 29, 1999

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 22 letter to Anthony Vegliante, Vice President, Labor Relations, concerning the recognition of APWU forms for certification of Family and Medical Leave Act (FMLA) absences.

We are not aware of any information concerning modifications to the Department of Labor's (DOL) Optional Form WH-380, Certification of Health Care Provider. Since you have discussed the matter with DOL officials and they have indicated they have no plans to modify the WH-380, this issue should not be a concern.

Postal policy is that the APWU forms, or any other forms, are acceptable so long as the required information (information such as that required on a current WH-380) is provided by the health care provider.

We are unaware that any "...Districts have informed APWU Locals that the [APWU] forms will no longer be accepted." If you provide the name(s) of the district(s) where this has allegedly occurred, we will have the appropriate area office look into the matter.

Sincerely,

A handwritten signature in black ink, appearing to read "C. Baker", written over a horizontal line.

Charles E. Baker
Acting Manager
Contract Administration (NALC/NRLCA)

475 L'ENFANT PLAZA SW
WASHINGTON DC 20260-4100