

AGREEMENT

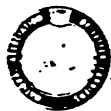
between
United States Postal Service
and

American Postal Workers Union, AFL-CIO

National Association of Letter Carriers, AFL-CIO

National Post Office Mail Handlers, Watchmen,
Messengers and Group Leaders
Division of the Laborers' International Union
of North America, AFL-CIO

National Rural Letter Carriers' Association



July 21, 1975 — July 20, 1978

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE U.S. POSTAL SERVICE
AND THE AMERICAN POSTAL WORKERS UNION,
AFL-CIO
NATIONAL ASSOCIATION OF LETTER CARRIERS,
AFL-CIO
NATIONAL POST OFFICE MAIL HANDLERS, WATCHMEN,
MESSENGERS AND GROUP LEADERS DIVISION OF THE
LABORERS' INTERNATIONAL UNION OF NORTH
AMERICA, AFL-CIO
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

The American Postal Workers Union, AFL-CIO, the National Post Office Mail Handlers, Watchmen, Messengers and Group Leaders Division of Laborers' International Union of North America, AFL-CIO, the National Association of Letter Carriers, AFL-CIO, the National Rural Letter Carriers' Association, and the United States Postal Service, recognize that disputes exist among the parties relating to the crafts to which various duties performed by employees represented by the Unions have been assigned. In order to resolve such disputes the parties agree that a standing national level Committee on Jurisdiction, comprised of representatives of each party, shall be established to identify and resolve such current and any future jurisdictional disputes. (Current disputes include, but are not limited to, cases subject to the December 14, 1973, Agreement between the American Postal Workers Union, AFL-CIO, the National Post Office Mail Handlers, Watchmen, Messengers and Group Leaders Division of Laborers' International Union of North America, AFL-CIO, and the United States Postal Service.)

Within 90 days subsequent to September 4, 1975 each Union shall submit to the Committee a written description of the scope of the duties it believes are properly assignable to employees it represents. The Committee shall meet to identify those duties over which no dispute as to jurisdiction exists, and to resolve conflicting claims of jurisdiction over duties made by any of the parties.

Any member of the Committee may identify a disputed assignment and request consideration of such assignment by the Committee. Those members of the Committee representing the Postal Service and those Unions which claim jurisdiction over a disputed work assignment shall participate in the Committee's discussions involving the dispute. Representatives of those Unions not making claims of jurisdiction shall not participate in the deliberations of the Committee. In resolving disputed assignments, the Committee shall consider, among other relevant factors, the following:

1. existing work assignment practices;
2. manpower costs;
3. avoidance of duplication of effort and "make work" assignments;
4. effective utilization of manpower, including the Postal Service's need to assign employees across craft lines on a temporary basis;

5. the integral nature of all duties which comprise a normal duty assignment;
6. the contractual and legal obligations and requirements of the parties.

Modifications of craft jurisdiction on the national level, including revisions of existing position descriptions and existing local craft assignments of work will be changed by the Employer upon agreement of those members of the Committee participating in the resolution of the dispute. Determinations made by the Committee where all parties participating agree shall be binding on all parties to this Memorandum.

In the event that a dispute is not resolved by the Committee within 180 days after the date it is first considered by the Committee, any of the Unions claiming jurisdiction over the duties may, within 15 days thereafter, request that the dispute be arbitrated under the provisions of Article XV of the National Agreement. Failure to make such a timely request shall constitute a waiver of the claim. All parties to this Memorandum may participate in the arbitration and all parties shall be bound by the arbitrator's award whether or not they participated in the arbitration proceeding. The arbitrator's award shall be final and binding.

This Memorandum of Understanding does not apply to craft assignment of new positions subject to the provisions of Article 1, Section 5.

Date: September 4, 1975

BENJAMIN F. BAILAR (S)
U. S. Postal Service

FRANCIS S. FILBEY (S)
American Postal Workers
Union, AFL-CIO

JAMES H. RADEMACHER (S)
National Association of
Letter Carriers, AFL-CIO

PETER FOSCO (S)
National Post Office Mail
Handlers, Watchmen,
Messengers and Group Leaders
Division of the Laborers'
International Union of North
America, AFL-CIO

LESTER F. MILLER (S)
National Rural Letter
Carriers' Association

MEMORANDUM OF UNDERSTANDING
BETWEEN THE U. S. POSTAL SERVICE
AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO
NATIONAL POST OFFICE MAIL HANDLERS, WATCHMEN,
MESSENGERS AND GROUP LEADERS DIVISION OF LABORERS'
INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO
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