



American Postal Workers Union, AFL-CIO

817 14TH STREET, N. W., WASHINGTON, D. C. 20005

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Memorandum to: Regional Coordinators
Clerk Craft National Officers

During Jim Wolff's report on our jurisdictional dispute with the Mail Handlers Union it was requested that the material on this subject be sent to the Coordinators and Clerk Craft Officers as a complete package, separate from the actual Board meeting minutes.

Enclosed is a copy of the Board meeting minutes on this matter. The minutes have been reviewed for accuracy by Jim. Also enclosed is a copy of the revisions to Regional Instruction # 399 which were read to the Board by Jim.

I trust that this information will prove useful to you.

Sincerely and fraternally,

Emmet Andrews
General President

EA/ac
enclosure

NATIONAL EXECUTIVE BOARD MEETING
AMERICAN POSTAL WORKERS UNION, AFL-CIO
April 25, 1979 - Houston Texas

JURISDICTION REPORT
BY
APWU CONSULTANT A. J. WOLFF

Since you have arrived, you have received three pieces of material relative to the jurisdictional dispute with the mailhandlers:

1. Regional Instruction #399
2. Request at national level for arbitration
3. A two-page item which the Postal Service proposes to issue as modifying instructions to 399.

We took issue with the Postal Service on about 60 items. Originally, we had two crafts involved (maintenance and clerk). Mr. Wevodau, President of the Maintenance Craft, was able to get the Postal Service to modify the issuance to his satisfaction.

Mr. Wevodau then cited Page 16, Item 5, inbound docks, and Page 18, Item 2, rewrap unit. Further stated that the Postal Service clarified that they are talking about damaged parcels and mail sacks. Item 9, Page 14, had been assigned to the mail handler craft. That work has historically been maintenance craft work. We got them to strike the reference to the mail handlers' operating freight elevators.

Mr. Wolff - Dick's position was that the work in his craft should never have been included in the documentation of any dispute between the mail handlers and the clerks. This reduces the dispute to an issue between the clerks and the mail handlers at the present time. Since you did not receive a copy of this material, I will see that a copy is mailed to the Board.

010 - The Postal Service has agreed to put these words in: "Distribution to cases or sack/pouch racks will be assigned in accordance with the appropriate distribution operation". It merely says if it is distribution, it is a clerk craft function. If the operation is to sacks or pouch racks, it is distribution.

We have a number of items in the document where we take exception to the word "dispatching". John Morgen and the other clerk craft officers agreed that we wanted to get rid of this word because dispatching connotes scheme knowledge.

NOTE: Mr. Wolff then proceeded to list a number of places where word changes had been agreed upon. You will find this list attached hereto in "Revisions to Regional Instruction #399".

One of their more consequential concessions involves operations 080/087. They originally had language which said "allied labor is normally performed by clerks because of the rotation system employed". We objected when they first removed that language. Within 10 days, bid positions for mailhandlers in 080 were posted in Hicksville, New York. As a result of that experience, they have now restored the language.

Mailhandlers have agreed to everything we have talked about as a change except the first one. Our last word from Postal Headquarters was that whether the mailhandlers agreed or not, all of these items would be changed. We will, however, have to fight with the mailhandlers on some of these changes.

110/29 - This was not a change we requested but they are making it. They are deleting "SPR" and are substituting "IPP", which is irregular parcel post.

210/239 -- Strike out "freight elevators".

Page 16, Item 5 -- Insert "parcel" between "on-site and repairs".

Page 18, Item 2, Primary parcel sorting -- insert "parcel between on-site and repairs".

REGIONAL INSTRUCTIONS #399

We will discuss the objections your resident officers feel justify arbitration.

INTRODUCTION -- We object to the fact that there is no definition of "primary craft". We feel there should be a specific definition.

II, B. -- We take exception to the fact that there is no recognition that four hours work may be spread out over nine floors, i.e., Chicago. We think there should be some language that says "in contiguous work areas", the same operation, or the same floor at least.

Section II, C. (Distribution Activities)

Vaccaro: As a result of the staffing and scheduling study in Hicksville, they posted mail handler jobs sweeping behind the LSM's. This posting was cancelled from floor. I think we should take exception to "C" because the clerk has always done this work and we should maintain it (sweeping their manual cases).

Wolff - In a predominant number of post offices where we have objected, there is a consistent eight-hour sweeping. It has been done in the past by mailhandlers.

Vaccaro - They asked to send a copy of the grievance cases to you.

Gervais - The sweeping of the case is a part of the work standards.

Wolff - Sweeping gives clerks a fatigue break which is productive. If it is the sense of this Board, I am sure that John Morgen will pursue this.

Section II, D. -- Changes in Duty Assignments

We have taken exception to the last sentence because we think it is totally unnecessary. It has a tendency to negate the intent of the first sentence. We will take this to the arbitrator unless there is a change in their position.

Vaccaro - When you mentioned the AMF (JFK), why didn't you just put a hold on this as I said to Jim Merrill. They have three vacancies they want to post as mailhandler jobs. We feel it should be held off until arbitration.

Wolff - We made a one-hour unsuccessful pitch to get management to cease and desist until we can get to arbitration. Work at the air mail field is under 050/555 Priority Mail Distribution.

Morgen - We were told that they would follow through in the region and the JFK complaint had to go back to the region.

Wolff - Those are the items we intend to pursue in the implementing instructions.

Your resident clerk craft officers have decided that we will take the following to arbitration:

1. We will challenge the right of the Postal Service to enter into a memorandum of understanding with the mail handlers because we have a memorandum of understanding on this subject in the contract.

2. Article I, Representation. It appears that postal management is attempting to reclassify jobs which has some affect on the recognition clause in Article I.

3. In their award of manual parcel post distribution, they are ignoring the Garrett West Coast decision where the clerk craft was awarded the Crows Nest. They cannot arbitrarily throw out Garretts' decision.

Vacarro - Haven't they also changed the job description of a mailhandler?

Wolff - Yes, in effect.

Zemsky - Cited Article XX of the AFL-CIO Constitution

" . . . No affiliate shall by agreement or collusion with any employer or by the exercise of economic pressure seek to obtain work for its members as to which an established work relationship exists with any other affiliate, except with the consent of such affiliate. . . ."

We feel that we have a clear violation of raiding. These jobs are being taken out of the clerk craft and being given to the mail handlers. Here, we have an AFL-CIO avviliate in violation of Article XX. It doesn't cost them a dime because they have a "yellow dog" agreement with the employer. What does the General President intend to do about it with George Meany?

Andrews - I will investigate this complaint to see if we have any grounds and to see if we can do anything in this area, within 30 days.

Wolff (continues) - No objection to 001 as it all is given to the clerk craft. 010/020 - We are going to challenge the assignment of the mailhandlers as a primary craft in all functions in those two operations. Historically it has been a joint operation between the two crafts. We propose to make a broad attack on the assignment. We have specific items under 010 and 020 that we are going to challenge.

010 - Originating Mail Preparation

It is the position of this Union that we cannot perform Item 10 nor can we identify and report in Item 13, if we do not perform Item 8.

Caracciolo - in Portland, they have taken Item 8 from the clerks and moved it to the mailhandlers.

Wolff - We should do Item 11 because we have always done it as part of the rating process.

020 - Originating Meter Mail Preparation

It is our position that if the mail handlers are going to perform Item 2 and Item 3, the clerks have no way to perform Items 4 and 5. These are backup positions if we cannot get the mailhandlers out as the primary craft.

Biller - Isn't it a risk that in arbitration we may lose all of this work?

Wolff - Yes.

100 - Outgoing Parcel Distribution

This is one of the major objections to the document -- the assignment of manual distribution of parcel post without scheme knowledge to the mail handler craft. This will be the first time they have been assigned to single piece distribution on mail. They have awarded all non-scheme manual parcel distribution to the mail handler craft.

Biller - The word "occasionally" does not appear either. Gave history from 1947, stating he was involved in the committee which got that language.

Wolff (continuing) - To get dispatching out of Item 6, we have got to get mailhandlers out of distribution. We all know the BMC's are losing mail. We could see the day that parcel post goes back to the post offices. We don't propose to hand it to the mail handlers if we can avoid it.

Gervais - Has anybody taken the time to go back and dig out the report of the sub-cabinet committee on Implementation of P.L. 68.

Morgen - We have not done it; but, we will.

Wolff - Item 8. Historically inserting labels has been clerk craft work.

105 - Mechanized Parcel Sorter

We will take exception to their failure to eliminate dispatch in Item 5. It would be my guess that they think that they can dispatch parcel post generating from the machine since they are awarded it in manual parcel post. We will also take exception to Item 7 which has historically been a clerk craft function.

109 - Rewrap

Item 5. We believe that re-addressing parcel post is a clerk craft function. We had originally proposed to take exception to Item 6, predicated on the assumption that this involves some record keeping.

Kelly - Does the CRT come into play there?

Wolff - In the bulk mail system, to my knowledge. The clerk craft has this at the present time unless some smart manager has taken it away. In the "Note", we propose to change the word "distribution" because mail handlers have never been authorized to perform sustained distribution prior to this document. I was told that if they got parcel post that was step 1 to get circular mail, and I believe it.

110-129 Out-going SPR Distribution Pouch Sack & Loose Punch

SPR vs. IPP. It may open the way more readily to attack the non-machineable outside function given to the mail handlers at the BMC's. It is not a clear situation for SPR's. It does not exclude NMO's.

Gervais - It is fitted into an operation that doesn't have outside parcels.

168/169 - Box Section Primary and Secondary

I have never seen any need for a mail handler in a box section other than taking mail to a call window.

Containerization has no involvement with distribution. It is really a matter of putting mail in a suitable container for transportation. We have found no justification for keeping up the argument on the strapping machine. If it is incidental to the clerk craft performance, the clerks will do it. I think most of the strapping will be done by clerks.

Fabian - If you have a box primary, you will put mail and sweep mail, and load letter trays for appropriate distribution.

Wolff - Have you ever seen a ledge in a screen line? At a small office there wouldn't be any justification for a mailhandler. This is one of the reasons I would like to get into a couple of large box sections.

Evans - Suggested Los Angeles. Other Board Members suggested box sections in various other locations.

Wolff - We want to attack mailhandlers in the box section. We will accept Items 1 and 2 (168/169) but we want to get rid of them everywhere else.

180/189 - Incoming SPR Distribution, Opening and Traying

We do not agree that mailhandlers should be doing Item #4. This document is inconsistent. Item #6, cutting bundles and facing letters and flats - much of this mail is zip coded. The best way is to eliminate the mailhandler who either can't or won't read the zip code, cut the tie and throw it in as raw mail.

200 - Incoming Parcel Distribution

Again, labeling in Item 4, and dispatching. Item #6, for the last three months it has been clear that they are talking about taking something out of a little hamper and putting it into a big hamper.

Kelly - I believe that clerks have historically done it.

Wolff - We found it hard to justify.

Gervais - Containerization is really bothering me as to its definition. It means nothing more than changing the type of equipment from what it is worked in into what it is transported in?

Wolff - Containerization would be the mailhandler taking mail from the letter distribution case and putting it into a hamper for dispatch to the station.

Gervais - Clarify what that term means or what they might take it to mean, making a simple distribution at the same time.

Wolff - Before we get through with this case, we may be facing the necessity of finally deciding what constitutes separation and what constitutes distribution.

Gervais - I would prefer that they mean the same.

Thompson - Couldn't we get an early definition printed in one of their booklets?

Wolff - I will see if we can get a clearcut definition as to what they mean by containerization.

Kelly - Most of the time when they switch from a smaller container to a larger container, they are required to screen the mail to eliminate errors. That will back up those parcels if they move to make sure they are going to the appropriate distribution.

Leete - Cited station and magazines that they had to read the labels.

Wolff - My personal opinion is that maybe once the clerk in the incoming secondary completes the distribution, he should containerize and dispatch the mail.

240-339 Distribution at Stations & Branches

It is our position that all distribution is a clerk craft function. To mention implementation here in order that the distribution can be assigned to a primary craft which could imply a mailhandler, especially in parcel post, is dangerous.

Kelly - What about 210/239?

Wolff - That is an award that is tied up with the BMC and parcel post.

Leete - When mail handlers sort the mail coming off the docks into different containers, different schemes, isn't that clerk craft operations?

Wolff - If there is an idiot board used, get the board down and put a clerk on the job. No one has clearly defined a line of demarcation between the separation of five cities or 50 cities. A lot of this is related to the Garrett decision and the award of the sack sorter to the mailhandlers.

(NOTE: Tunstall advised he would send mail handler notes from last negotiations to Jim Wolff for his information).

Wolff (continuing) - We challenge the award of the NMO's. We have many of our clerk craft employees who are fighting vigorously not to perform NMO distribution, which hurts us. In Springfield, Petrina, is under heavy pressure from the clerk craft to grieve this matter.

Caracciolo - Are you aware of the 3971 from a clerk who submitted a request for annual leave and was refused because of heavy volume in the NMO?

Wolff - It is to be sent to me.

Gervais - I assume you will make them aware that this is a direct referral of their original position.

Byerly - Did not Pete Garren pick up in Jacksonville that if these positions became vacant by mailhandlers that they will be posted for clerks?

Wolff - I did not get that from Pete. At the BMC meeting in St. Louis, the local officers took some strong positions on the staffing of BMC's which surprised us. They took particular exception to tending the mail function shute. We cannot find examples that they have quoted. What we are seeing is that management instructions are to just dump the sacks and put the mail back into the system.

Kelly - If you go back to Page 18, I think we should review the areas of culling. If it is culling of a regular parcel, it is a mailhandler. If it is sorting, it is a clerk.

Wolff - Their explanation is that the culling of parcel post applies to non-machineable.

Vaccaro - There are 14 different places where we have "sweeping".

Wolff - We will pick it up everywhere in the document.

Leiner - Our fight is not with the mailhandler craft, but with downgrading.

Wolff - The term was made in the context of this document.

In the preparatory of this case, we have been discussing what we still need to do. We have found a number of things which are a little bit peculiar in the Southern Region. Tom Byerly has made a personal project in assisting Pete Garren. The Greensboro BMC has a prototype machine for distribution of non-machine outside. The manager read this document and assigned the work to clerks. We have also had documentation about a labor relations decision in Savannah which has good and bad implications. If you have not had Operations 115 taken out of your post office and put into BMC's, you can expect it in the near future. It has been done in the Southern Region almost completely.

(Wolff continuing) We are finding out that they have not kept their word on following the guidelines in the Regional Instructions. They have not maintained the status quo. The NMO sorter is a commercial machine designed for material handling and has one sorting position, and either 10 or 12 runouts. They are working the outsides in Greensboro on this prototype machine. If notifications are successful, they plan to install them in all BMC's. The document awards parcel post keying to clerks.

Gervais - In Minneapolis, they have modified the sack sorter machine to permit sorting of the NMO's on the sack sorter and they have awarded that to the mailhandlers.

Wolff - We will furnish those who present the arbitration case a list of exactly what is being done in every BMC before we go before the arbitrator. We would hope that it will be an answer to the letter requesting arbitration when we get back to Washington. (response to Caracciolo's question as to when "D Day" will be.

Gervais - This whole thing also is a modification of existing work standards. They are in fact modifying existing work standards to the extent that they are changing the methodology in establishing work standards in every office.

Byerly - 045/075. Are you going into the BMC as soon as the UPS strike is settled? The BMC's are planning to work the first six months with casual employees. Are we going to allow that?

Wolff - This is separate and distinct from the jurisdictional issue.

Morgen - We intend to get into this in our clerk craft meeting. Between now and "D Day" we expect you to act in the field and tell our members to stop refusing to do mailhandler work because it is dirty. We have got to stand up and tell them it is our work. The mailhandlers are after our jobs and selling this to the Postal Service on the basis that they can save them money. When a violation occurs in the implementation instructions, they should file Step 1 grievances. As you go around, please encourage the locals if this is happening, grieve it and send a copy up here. We need this type of documentation to assist our General Counsel in preparation for the arbitration.

(NOTE: As suggested by Mr. Biller, it was agreed to send a letter to everyone outlining these items specifically so there would be no one saying they were not advised.

REVISIONS TO REGIONAL INSTRUCTION #399
(1085-PO-204)

Subject: Mail Processing Work Assignment Guidelines

1. Operation 010; item 4

Add: Distribution to cases or sack/pouch racks will be assigned in accordance with the appropriate distribution operation.

2. In the following operations and functional items delete

the word dispatching and substitute the word transporting:

- a. Operation 030, item 8
- b. Operation 040, item 9
- c. Operation 043, item 9
- d. Operation 044, item 9
- e. Operation 045, item 9
- f. Operation 050/055, item 9
- g. Operation 060, item 9
- h. Operation 070, item 9
- i. Operation 073, item 9
- j. Operation 074, item 9
- k. Operation 075, item 9
- l. Operation 134, item 9
- m. Operation 150, item 9

- n. Operation 160, item 9
- o. Operation 170, item 9
- p. Operation 175, item 9
- q. Operation 180-189, item 8

3. Operation 080-087 "note"

Revise the "note" to read as follows:

Allied labor required is normally performed by clerks because of the rotation system employed.

4. Operation 110-129

Delete the abbreviation SPR in the operation heading and replace with IPP.

5. Operation 210-239, item 9

After the word elevators insert the following:

(incidental to the transport of mail and/or equipment where an elevator operator is not assigned).

6. Inbound Docks - BMC, item 5

Insert the word "parcel" between the words on-site and repairs.

7. Sack Sorting, Rewrap IPP's and non-ZIP Coding, item 2

Insert the word "parcel" between the words on-site and repairs.