


UNITED STATES POSTAL SERVICE

Washington, DC 20260

DATE: April 11, 1983  
OUR REF: LR100:WJDownes:ab:4110  
SUBJECT: Regional Instruction 399  
Mail Processing Work Assignment Guidelines  
• •  
TO: Regional General Managers  
Labor Relations Division

Attached for your information is a copy of a memorandum sent to the Regional Directors of Mail Processing, which provides a definition of the term attrition as used in Part II.D of the Regional Instruction 399.



William J. Downes  
Director  
Office of Programs & Policies  
Labor Relations Department

Enclosure

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## ATTRITION

1. RI-399, Page 2

### CHANGES IN DUTY ASSIGNMENTS

NO EMPLOYEE'S CURRENT DUTY ASSIGNMENT WILL BE MODIFIED BY REMOVING FUNCTIONS DESIGNATED TO ANOTHER PRIMARY CRAFT UNTIL AND UNLESS SUCH DUTY ASSIGNMENT BECOMES VACANT THROUGH ATTRITION. IN ADDITION, MANAGEMENT MAY CONTINUE TO REVERT OR ABOLISH POSITIONS NO LONGER NEEDED.

2. GAMSER, Page 18

NO EMPLOYEE PRESENTLY PERFORMING ANY OF THE DISPUTED OPERATIONS OF FUNCTIONS IS TO BE REPLACED EXCEPT BY ATTRITION.

3. LABOR RELATIONS ADVISOR (SOUTHERN REGION), FEBRUARY 19, 1982

### ATTRITION

THERE HAVE BEEN SEVERAL INQUIRIES CONCERNING THE DEFINITION OF ATTRITION AS IT APPLIES TO REGIONAL INSTRUCTION 399. ATTRITION OCCURS WHEN AN EMPLOYEE LEAVES THE CRAFT BY MEANS OF PROMOTION (ANOTHER CRAFT OR NON-BARGAINING UNIT), RETIREMENT, REASSIGNMENT (TO ANOTHER CRAFT OR INSTALLATION), REMOVAL FOR DISCIPLINARY REASONS, DEATH, ETC. ONLY WHEN ATTRITION OCCURS SHOULD A POSITION BE ASSIGNED TO THE APPROPRIATE CRAFT FROM THE INAPPROPRIATE CRAFT PER REGIONAL INSTRUCTION 399. IF AN ASSIGNMENT IS REPOSTED DUE TO A CHANGE IN HOURS, OFF DAYS OR DUTIES, IT SHOULD BE REPOSTED TO THE SAME CRAFT SINCE ATTRITION HAS NOT TAKEN PLACE.