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SUBJECT: Interpretation of Regional Instruction 399

TO: Mr. William A. Donnelly
General Manager
Labor Relations Division
Eastern Region
Post Office Box 8601
U.S. Postal Service
Philadelphia, PA 19197-0220

This is in response to your September 23 memorandum concerning the interpretation of Regional Instruction 399.

The attrition principles of RI 399 only apply to employees who held duty assignments prior to February 16, 1979. If management erroneously filled an assignment after that date, then management must take appropriate action to ensure that the assignment is filled by an employee from the correct craft.

The fact that local management has not taken any action to correct these assignments until recently, does not change the February 16, 1979 effective date nor does it extend the eligibility for attrition principles beyond that date. An employee from the wrong craft placed in a duty assignment by bid or otherwise, after February 16, 1979, is not entitled to that duty assignment based upon the attrition principal. For example, if on June 27, 1985 the employer posted (10) duty assignments in operation 075 item 4 " Manual distribution of flat mail" to the mail handler craft (assume mail handlers were doing this work prior to February 16, 1979) and filled these assignments with mail handlers and the clerk craft grieved the assignments, we could not use the attrition principle to deny clerk craft employees those assignments. We made a mistake in posting these assignments to the mailhandler craft and should remedy the mistake.

This same principle applies if clerk craft employees are erroneously placed in duty assignments appropriate for the Mail Handler craft.

With regard to the question of leave replacement hours, it is our position generally, that employees from the craft designated as the primary craft should be used.

Mr. Donnelly

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If you have any questions regarding the foregoing, please contact me at your convenience.



William J. Downes, Director
Office of Contract Administration
Labor Relations Department

cc: Regional Managers, Labor Relations