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December 3, 1975

Mr. Bernard Cushman
Attorney At Law
1000 Connecticut Avenue, N.W.
Washington, D. C.
Dear Mr. Cushman:
Enclosed are copies of the American Postal Workers Union's jurisdictional claims for submission to the Committee on Jurisdiction. Copies are furnished for each of the other Postal Unions and for your office.

As General President of the American Postal Workers Union, I designate: Francis Filbey, Emmet Andrews, John Morgen, Monroe Crable, Chester Parrish and Michael Cullen, or their designees, to serve as representatives to serve on the Standing Committee.

I am also enclosing a copy of my transmittal letter of the same material to Mr. Gildea as $I$ wish to call your attention to the comments concerning the possible improper excessing of clerk Craft employees in some offices.

Encl.


FSF/dt

December 3, 1975

Mr. James C. Gildea
Assistant Postmaster General
Labor Relations Department
U.S. Postal Service

Washington, D. C.
Dear Mr. Gildea:
Enclosed are copies of the present jurisdictional claims of the American Postal Workers Union as provided for in the Memorandum of Understanding, incorporated in the 1975-1978 National Agreement.

Representatives of the American Postal Workers Union who are designated as members of the Standing Committee on Jurisdiction … are: Francis Filbey, Emmet Andrews, John Morgen, Monroe Crable, Chester Parrish and Michael. Cullen, or their designees.

We have particular concern about the possibility of premature excessing of Clerk Craft employees in offices where there is a significant dispute between the American Postal horkers Union, Clerk Craft Division, and the Mail Eandlers Division of the Laborer's International, because of recent experience in a large office. In that particular office, the postmaster made the decision to assign work to Mail Handlers which had historically been performed by members of the Clerk Craft. The action was taken as a result of pressure by the Mail Handier Craft in an attempt to avoid the excessing of some 37 Mail Handlers to bulk mail centers. Only strenuous last-minute intervention by our National Vice President and the cooperation of one of your management officials prevented this occurrence.

I am sure that you share with me the desire that no such excessing occur improperly during the period where we are discussing and hopefully settling disputed jurisdictional claims in the Joint Committee on Jurisdiction.

For that reason, I would appreciate it if arrangements could be made for my office to be advised at National level whenever it is contemplated that Clerk Craft employees be surplussed from any of the offices listed in Addendum 1 of our jurisdictional submission.

Such action would permit me to determine on an individual office basis if there is significant jurisdictional dispute at the time such excessing is proposed.

Sincerely yours,

Francis S. Filbey General President
Encl.
FSF/dt

This submission constitutes the present jurisdictional claim of the American Postal Workers Union as provided for in the Memorandum of Understanding between the United States Postal Service and the four Postal Unions, incorporated in the 1975-1978 Agreement. This submission of the American Postal Workers Union is divided into three Sections, each presenting our jurisdictional claim for work performed by craft members of other unions. The first Section represents the American Postal Workers Union's clain for work now being performed by members of the Mail Handler Craft. Attached as Addendum 1 is a list of post offices now employing one or more mail handler employees. This list was compiled by the United States Postal Service for the pay period ending September 12, 1975, and we assume that it remains essentially complete.

Excluding mail bag depositories, mail bag units, mail equipment shops, label printing units and bulk mail centers, there are approximately 600 post offices where Mail Handlers are currently assigned.

Accordingly, the American Postal Workers Union, Clerk Craft Division lays claim to all duties connected with mail processing in offices other than those listed in Addendum 1 . This claim includes all internal mail handing operations within the confines of each post office with the exception of those specific duties which are now or hereafter agreed as clearly within the jurisdictional scope of the Rural Letter Carrier or Letter Carrier Crafts. It is not to be assumed that the American Postal Workers Union waives jurisdictional claim to work performed by members of those two crafts in offices not listed in Adendum l, but such claim will be filed in a separate section of this submissicn.

The present Mail Handler Craft evolved largely from the original position of Post office Laborer and its membership has expanded rapidly over the past thirty or forty years because of the increase in the number of large offices. The claim of the American Postal Workers Union, Clerk Craft Division, to Clerk Craft jurisdictional rights in all offices not presently employing Mail Handlers is based on past and present practice.

Essentially, work which may be performed by Mail handlers is work which is incidental to Clerk Craft duty assignments in all post offices. In the smaller offices, those not included in the attached list, the work is of casual and intermittent nature. In the smaller offices, duties such as loading and unloading, culling, loading ledges, sweeping cases, and transporting mail internally within the facility represent only a small portion of the Clerk Craft daily activities. Thus it has been impractical for the Postal Service to establish Mail Handler positions when the work herein described was of incidental nature to Clerk Craft assignments ard wes intermittent to the extent that the assignment of a full-time regular Mail Handler was uneconomical because it was impossible to provide a sustained eight hour Mail Handler assignment within either nine or ten hours.

The American Postal Workers Union, Clerk Craft Division, recognizes that there will be in the future offices not now appearing in Addendum 1 which will grov to the extent that the incidental duties already discussed may later justify the employment of one or more Mail Handlers. Yet the entire trend of centralized distribution responsibility, as introduced by manafement in this postal
administration, indicates that few if any of the offices not now included on the list will qualify in the near term future for Mail Handler positions. The concentration of statefirst class distribution in designated offices within each state, the concentration of circular distribution in designated offices within each state, the massive implementation of area mail processing and the bulk mail center network are clear indications of the intent of Postal management to centralize the distribution function to the maximum extent practical. Considering also the strong possibility that associate offic incoming distribution may subsequently be centralized at sectional center offices, the American Pcstal Workers Union, Clerk Craft Division, restates its jurisaictional claim for all work not specifically delegated to the Rural Letter Carrier or Letter Carrier Crafts in all offices excluded from Addendum 1 as falling within the scope of duty assignments of the Clerk Craft Division. The second attachment in this section of the claim of the American Postal Workers Union, Clerk Craft Division, is Addendum II which includes most of the mail processing activities in larger post offices. We have chosen to identify these various work centers or operations by the Nork Load Recording system operation rumbers since the implementation of the MOD system is, to our knowledge, not yet complete and we.are uncertain as to the eventual three-digit code which will be given to these several operations under the new recording system.

Addendum II is broken down into separate operations and describes the nature of the basic operation and lists the significant duty assignments within each oferation.

There are two columns beside each individual entry, the first of which indicates the craft jurisdiction which the American Postal Workers Union, Clerk Craft Division, believes to be proper. The notation C represents a claim for total Clerk Craft jurisdiction. The notation $J$ indicates that the American Postal Workers Union, Clerk Craft Division, recognizes that this work may be assigned jointly to the Clerk Craft or the Mail Handler Craft dependent on whether the office has a sufficient volume of such work to warrant the assignment of one or more full-time regular Mail Hander employees in the larger offices, sectional center offices, state distribution centers and other mail processing or customer service facilities.

The second column indicates work which the American Postal Workers Union, Clerk Craft Division, believes has been irproperly awarded to Mail Handler employees. These duties are identified by an $X$ in the second column.

The American Postal Workers Union recognizes that the recent mail volume decline and the partially completed implementation of the bulk mail system have created surplus empioyees in a number of offices. There have been surplus employees identified in both the Clerk and Mail Handler Crafts in many offices.

Because of these conditions, a significant number of Mail Handler employees are today being assigned duties which have historically been duties within the scope of the Clerk Craft.

With the exception of the work, "occasional simple distribution of parcel post", there is no duty assignment within the Mail fandler position description which justifies the assignment of Mail Handlers to single piecc distribution in any post office.

The term "single piece", as used by the American Postal Workers Union in this submission, refers to the case, rack, hamper or container distribution or separation of any single piece of mail or a bunde of single pieces of mail. Historically, such single piece distribution has been performed by members of the Clerk Craft and it is the claim of the American Postal Workers Union that they can justify total jurisdictional claim to all distribution and separation processes.

Essentially, the duties of the Mail Handler Craft, KP Position 8, are limited to loading and unloading of bulk quantities of mail where destination dispatch is not involved, the transportation of mail within a facility, the hanging and pulling of sacks and pouches, loading of ledges, sweeping of cases and the performance of similar duties which are in effect allied labor which supports the basic Clerk Craft function. When and only when these duties are of sufficient volume to justify a sustained eight hour assignment of a full-time regular should they be assigned to the Mail Hander Craft. Thus in our Addendum II, we have recognized no work which is solely Mail Handler Craft.

Even in the case of "occasional simple distribution of parcel post", there has been a significant change in the impact of the meaning of this term with the implementation of the bulk mail network. Both the outgoing parcel post distribution system, representing that parcel distribution remaining at the individual offices or sectional centers and the platform operation have become more complicated with the implementation of the bulk mail network.

Individual offices, particularly sectional centers, are now authorized to"hold out"parcel post for a selected area which affords the opportunity for earlier delivery. Generally this area consists of the associate offices within the sectional center and the associate cffices within the area of contiguous sectional centers. This requires knowledge of the state scheme for the home state and frequently an adjacent state. In some cases the number of offices for which parcel post is withheld and not sent to the bulk mail center for distribution amounts to several hundred. Such distribution of parcel post is not simple and requires knowledge. Therefore the American Postal Workers Union, Clerk Craft Division, believes that it is no longer possible for Mail Handler employees to perform any distribution of parcel post since there is no longer any simple distribution.

Similarly, the work on platforms has become complicated not only because of the implementation of the bulk mail center network but because of the recent combination of surface and airmail.

The makeup of mail which can be sent to the bulk mail centers has changed because of the high incidence of "outsides". Formerly the term "outside" was applied only to those parcels which were either too large for a sack, too heavy for sackirg, too bulky or of an extremely fragile nature. The mechanization at the bulk mail centers is such that many other types of mail cannot be processed through the parcel sorting equipment. Mail which is extremely light or small parcels and rolls are typical of mail which is not suitable for bulk mail center processing. This necessary selectivity of mail destined for bulk mail centers requires knowledge as
to the proper distribution point when mail is being separated on platforms, particularly at sectional centers. In the case of the combination of air and surface letter mail, dispatches have changed significantly and do change frequently throughout a 24 hour period. In the past, mail was usually dispatched regularly either by air or by surface transportation, but under the revised system the dispatch varies between surface or air dependent on the time of day. This requires dispatch knowledge which is found only in the Clerk Craft and perhaps more specifically in the position of Mail Expediter.

This submission is not intended to be all inclusive in representing the total jurisdictional claims of the American Postal Workers Union, Clerk Craft Division, since there is much clerk craft work now assigned solely to Clerk Craft employees. We refer to the many clerical positions found in the support area in post offices, the window service activities, the centralized markup activities and incidental work such as the handing of mailgrams and records of various types.

The American Postal Workers Union, Maintenance Craft Division, claims jurisdiction for the operation of all elevators in post offices and for the maintenance work on all Mark II Facer-Canceller machines. Mail Handler employees are performing these duties in a number of post offices.

The American Postal Workers Union, Motor Vehicle Craft Division, lays claim to the assignment of transporting bulk mail between stations, branches, airports and mail processing facilities. In some instances mail hander employees are now doing this work. Mail Handler employees are also being improperly used to fuel and wash trucks, a function of a Garageman, KP-9.

The Postal Service is presently engaged in the implementation of a program designed to eliminate or reduce the use of facing slips for tying out packages of letter and flat mail.

The system being installed utilizes different colored adhesive discs with alphabetical or numerical designations which identify the package as one of several categories such as firm direct, three digit zip code, direct package, state working package, etc.

The use of these devices means that the distribution clerk, being familiar with the make-up of mail which he has cased, must necessarily perform the tieout of letter or flat cases.

Although Aciendum 2 may on occasion refer to tying out mail as a joint occupation of the Clerk and Mail Handler Crafts, dependent on the volume of such work, the American Postal Workers Union now adds an additicnal claim to all tying out of nail from letter or flat cases with the implementation of this program. This paragraph thus becones a modification of Addendum 2.

The American Postal Workers Union also lays claim to the following duties which are now being performed in some offices by Letter Carrier Craft employees: (1) Centralized markup of mail. (2) Case distribution of incoming letter and flat mail. (3) The regular operation of motor vehicle runs handing bulk mail and involving transportation between stations, branches, airports and mail processing facilities. (4) The fueling and washing of trucks. (5) The delivery of special delivery mail, in offices now having Special Delivery Messengers assigned and also those offices with sufficient volume to justify the assignment of one or more Special Delivery Messengers. (6) Collection and relay service as provided in Public Law 68 for the Motor Vehicle Operator Craft.

## SECTION 3

The American Postal Workers Union further claims total jurisdiciton of all mail processing activities in the smaller offices, as stated earlier in this submission. Some of these duties are being performed by employees of the Rural Letter Carrier Craft.













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Sign painting.
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Obtaining equipment for use in operation, disposing of excess equipment.
Distribution.
 or platform truck.



OPRRATION 190 - MANUAL INCOMIN RCEL ©OST PRIMARY
obtaining equipment for use in operation, disposing of excess equipment
Distribution of outside parcels when distribution is made within the
office and not by platform personnel.
obtaining mail from storage.
Dumping sacks, hampers, and other containers on slides, distribution
conveyors, hoppers or tablea.
Distribution.
Removing hampers or other containers of processed mail to the dispatch
area, storage area, or subsequent handing areas.
Hanging and labeling sacks, pulling for dispatch.
Rewrapping damaged parcels.
Examining, spreading and disposing of empty sacks.
Unjamming chutes, sildes and conveyors connected with the operation. Recording missent mail.
Preparing irregularity reports as required.

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& \text { bundles from originating and transit sources to } \\
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Obtaining equipment for use in operation, disposing of excess equipment.
Opening and dumping pouches and sacks received from other post offices.
Distribution to sacks, pouches or containers.

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& \text { Cutting bundles and facing letters and flats for case distribution. } \\
& \text { Includes traying, when required, weighing and transporting letters }
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& \text { Includes traying, when required, weighing and transpo } \\
& \text { and flats to distribution operation or staging areas }
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Withdrawing Special Delivery Mail, back-stamping, and transporting to
Obtaining, hanging, and labeling empty acks or pouches and puling for dispatch.
OPERATION 175, INCOMING SECONDARY
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& \text { Description: The case diatribution of preferential and non-preferential flat } \\
& \text { mail received for local delivery from local mailers and other offices. }
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Obtaining equipment for use in operation, disposing of excess equipment.
obtaining fiats, newspapers and $S P^{\prime} \boldsymbol{f}^{\prime}$ from staging areafor distribution. Loading case ledges.

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& \text { Loose packing and pouching if mail is pouched when owept and not } \\
& \text { at central rack. }
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obtaining equipment for use in operation, disposing of extra equipment.
Obtaining letters frometaging areas for distribution.

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& \text { Sweping processed letters requiring further distribution. Transporting: } \\
& \text { mail to scales, when required, and to subsequent handing areas. }
\end{aligned}
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Sweeping processed letters for dispatch, tie-out or loose pack.
Sweeping and transporting processed letters to carrier route cases.

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& \text { Rating short paid mail. } \\
& \text { Repairing damaged mail. } \\
& \text { Hanging, labeling and pulifig pouchea or sacks. } \\
& \text { Loose packing or pouching if mail is pouched as it is awept from case } \\
& \text { and not at central rack. } \\
& \text { Sweeping and disposing of uncanceled mail. } \\
& \text { Distribution of Nixie mail. }
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Disputed


newspapers, special delivery and special-handing parceis,
Obtaining equipment for use in operation, disposing of excess equipment.
Obtaining mail from staging areas.
Opening and dumping pouches and sacka received fromother post offices.
Distribution.
Hanging and labeling pouches and sacks, pulling for dispatch.
Transporting pouches and sacks of mail to dispatch area.
Examining and spreading empty sacks.


and cities; the loose-packing of letter mail when this activity is centralized.
obtaining equipment for use in operation, disposing of excess equipment.
Opening and dumping pouches and sacks received from other post offices.
Distribution to sacks, pouches or containers.
Cutting bundies and facing letters and flats for case distribution.
Weighing and transporting letters and flats to other distribution operation or staging areas.

## Pouch Rack:

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& \text { Obtaining tie-outs of processed mail. } \\
& \text { Dumping transit pouches. } \\
& \text { Distribution to sacks, pouches or containers. } \\
& \text { Hanging and labeling sacks and pouches and pulifig for dispatch. } \\
& \text { Loose Pack: } \\
& \text { Obtaining trayed processed mail from all sources. } \\
& \text { Hanging and labeling empty aacks. } \\
& \text { Loose-packing processed mail - "riffilng" when required. } \\
& \text { Pulifng sacks for dispatch. } \\
& \text { Transporting hampers or other containers of processed mail to subsequent } \\
& \text { handifg areas. }
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OPERATIC 100 , OUTGOING PAY POST ECONDARY
Descrif-ion: The distribution of parcels for states and foreig. ountries or orher
to sacks, tandem conveyors, slides, multi-sildes, tables, hampers, or other
ntainers.
obtaining equipment, disposing of excess equipment.
Distribution.
Distribution
Distribution of outside parcels that bypas the initial distribution operation.
Obtaining mail from staging areas.
Dumping sacks, hampers or other containers on sifdes, distribution conveyors,
Transporting hampers or other containers of processed mail todispatch points, otaging areas, or subsequent handing areas.
Disposing of dispatch sacks to drop holes, dispatch conveyors, or platform
Transporting loaded platform trucks to staging areas, separating unite or dispatch areas.
Rewrapping damaged parcels.
Examining and spreading empty sacks.
Recording missent mail received from other offices.
Preparing irregularity reports as required.



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& \text { and cities through the use of sacks, } \\
& \text { tables, hampers, or other containers. }
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obtaining equipment, disposing of excess equipment.
Obtaining mail from the staging area.
Distribution.

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\begin{aligned}
& \text { Distribution of outside parcels when distribution is made within thé } \\
& \text { office and not by platform personnel. }
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Dumping sacks, hampers or other containers.
Cancelation when required.
Transporting hampers or other containers of procesed mall to dispatch
areas, storage areas, or subsequent handing areas.
Hanging and labeling empty sacks and pulling aacks for dispatch.
Disposing of sacks to drop holes, dispatch conveyors or platform trucks.

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& \begin{array}{l}
\text { Transporting loaded platform trucks to staging areas, separating unita, } \\
\text { or digatch areas. } \\
\text { Recording misaent mail received from other offices. } \\
\text { Rewrapping damaged parcels. } \\
\text { Examining and spreading empty sacks. } \\
\text { Unjamming chutes, alides, and conveyors connected with operation. }
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& \text { Unjamming chutes, slides, and conveyors connected with operation. }
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Disputed



 Description: The machine distribution of letters received from local
mailers and other post offices (transit mail) for separation to states,
sectional centers, designated cities, local zip code delivery areas,
carrier routes and firms.
obtaining equipment for use in operation, disposing of excess equipment.
Obtaining letters from ataging areas.
Loading tray line.

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\begin{aligned}
& \text { Loading, culling, facing, and orienting letters on feeder ledges. } \\
& \text { Sweeping processed letters for dispatch, tie-out or loose pack. } \\
& \text { Transporting mail to dispatch area or pouch rack. }
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& \text { Sweping and traying processed lettere requiring further distribution. } \\
& \text { Transporting mail to scales or subsequent handing areas. }
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& \text { Sweeping and traying uncanceled mail. } \\
& \text { Transporting uncanceled mail to operation } 010 \text {. } \\
& \text { Hanging, labeling, and pulling acke or pouches. } \\
& \text { Loose-packing directs from this unit. }
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OPERATION 075, OUTGOING NON-PREF . TTAL FLAT SECONDARY
Craft

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> operations within the local office.
> Obtaining equipment for use in operation, disposing of excess equipment.
obtaining flats from ataging areas for distribution.
Loading case ledges.
Distribution.
> Sweping procesied flate requiring further distribution and transporting to
subsequent handing areas.
> Sweping processed flate for dispatch, tie-out or loose pack and transporing this mail to dispatch areas.

> Hanging and labeling empty acks and pulling sacks for dispatch.
> Loose packing and pouching when done at operation and not at central rack.

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OPERATION VOO, OUTGOING FLAT 1 RY (aIXED States)
Description: The case distribution of mixed-states fiats received iom
local mailers and other post offices (transit mail) to states, combination of states, sectional centers, cities, and foreign countries.
obtaining equipment for use in operation, disposing of excess equipment. Obtaining flats from otaging areas for distribution.

Distribution.
Sweping processed flats requiring further distribution and transporting Sweeping processed flats requiring further distribution and transporing
to subsequent handing areas.

Sweping procesaed flats for dispatch, tiedout or loose pack.
Hanging and labeling sacks or pouches and pulifing acks or pouches for dispatch.

Loose packing and pouching if done in operation and not at central racks.
Description: The distribution of mixed atates flats, SPR's and air parcels
received from local mailers, other post offices (transitmail), and other dis-
received from local mailers, other post offices (transit mail, andion operations. Distribution is made into cases, sacks, pouches or
other containers.

Obtaining equipment for use in operation, disposing of excesequipment. Obtaining airmail from staging areas for distribution. Canceling all stamped mail.

Rating air mail.

## Loading case ledges.

Opening and dumping pouches received from other post offices. Includes
examining and disposing of empty sacks and pouches
Cutting and facing airmail hundies. Includes traying when required, weighing, and transporting air mail to distribution operations or staging areas.
Distributing and dispatching airmail at pouch racks.
Hanging and labeling empty acks or pouches.
Pulling sacks/pouches for dispatch.
Weighing mail when required.
Handifig registers received or dispatched. Maintaining current schedules and schemes.
Recording and reporting misaent mail received from other postoffices. Maintaining receipt and dispatch records.

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Description: Case distribution of letter-size circulars received from other
post offices (thansin the local office.

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Obtaining equipment for use in operation, disposing of exces equipment. Obtaining letter-size circulars from staging area for distribution Loading case ledges.

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[^1]receipt (dock, slides, chutes, conveyors and other).
Obtaining equipment for use in operation, disposing of excess equipment.
Segregating by sack label - otamped letters/flats, metered letters/fiats,
air mail, parcels, and $S P^{\prime}$ (when performed in operation). Segregating trayed mail-frometations or firms. Obtaining mail from staging areas. Opening and dumping sacks and other containers.
 Recovering, facing and traying loose metered letters on culling belt to the Segregating bundles of letters to "local" and "out of town".

## Traying letters for distribution or cancelation.

Canceling all stamped mail.
Handstamping all types of unmachinable stamped mail. Rating short paid mail.
Repairing damaged mail.
Collecting mall from courtesy windows, drops and street boxes adjacent to processing facility.
orienting facer canceler machine rejecta for cancelation.
Reporting incorrect meter dates on mail.
Trangporting mail to scales when required and delivering mail to staging
or procesing area.Description: Accepting, classifying, and computing postage on second and
Description: Accepting, classifying, and computing postage on second and third class mail and other matter mailed under permit.
obtaining equiponent for use in operation, disposing of excess equipment. J
Determining classification ..... C
Determining if sufficient advance deposit has been made to cover cost of ..... Cmalling.Maintaining records of permit holders.C
Accepting precanceled and metered matter - verifying that correct postage ..... C
as been paid.
C
Accepting other ciasses of mail, issuing receipts when necesary. ..... C
Advising mailer as to proper mailing procedures. ..... J
Segregating mail by class to drop holes, conveyor ifines, or other equipment
for delivery to designated processing operation.


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[^1]:    Descriptio preparing mixed collection and drop mail for distribu $\quad$ f
    This operation includes the canceling of stamped mail from all points of

