



December 28, 2000

MANAGERS, LABOR RELATIONS (AREA)

SUBJECT: AFSM 100 Mail Preparation

A number of questions have arisen regarding the application of my August 21 memorandum on AFSM 100 mail preparation.

In some cases, the unions have tried to use the memorandum as a contractual staffing requirement. The memorandum did not establish any contractual staffing requirement for the AFSM 100. The Postal Service maintains the exclusive right under Article 3 to determine the methods, means, and personnel by which our operations are to be conducted. Once the staffing for an operation has been determined, the craft assignments must be consistent with the principles of RI-399 and subsequent agreements.

The memorandum was intended to alert field management that any staffing decision which results in the assignment of AFSM 100 mail preparation work to other than the primary craft must be based on the principles of RI-399. This includes any determination that such assignment legitimately made the operation more efficient and effective than if the work had been assigned to the primary craft. Because of the likelihood of jurisdictional challenges in such situations and the need to defend the craft assignments based on contractual principles, District or Area Labor Relations must be directly involved in the assignment of this work to the most appropriate craft.

Another question which has arisen is whether AFSM 100 preparation operations must be assigned to the mail handler craft, even if the previous FSM preparation operations were properly staffed by clerks according to the facility inventory. A determination must be made at the local level, based on the specific facts present in that facility and based on the specific language in the inventory, as to whether the preparation of mail for the AFSM 100 is sufficiently different from the prior operation to consider it a new operation. If it is determined that the AFSM 100 preparation operation is simply a continuation of the previous flats preparation operation, the craft jurisdiction would not change. However, if the determination is that a new or separate AFSM 100 preparation operation has been established which was not previously covered by the facility inventory, the work should be assigned to the primary craft and the operation added to the existing inventory.

If there are any questions, please contact Dan Magazu at (202) 268-3825.

A handwritten signature in black ink, appearing to read "Peter A. Sgro".

Peter A. Sgro
Manager
Contract Administration