

UNITED STATES POSTAL SERVICE
SOUTHERN REGIONAL OFFICE
Memphis, TN 38166

William Henderson

UR REF: SN220:WHenderson:ac
SUBJECT: Definition of Attrition for Use Under
Regional Instruction 399
TO: • All District Managers
Attention: DD/E&LR
• All SCM/Postmasters
Attention: SCD/E&LR

DATE: April 15, 1983

RECEIVED

APR 19 1983

COORDINATOR-SOUTHERN REGION
AMERICAN POSTAL WORKERS UNION
AFL-CIO

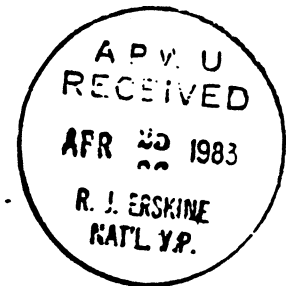
Please read very carefully the attached correspondence relating to a new national definition of attrition for the purpose of making adjustments under Regional Instruction 399. All previous definitions are to be rescinded and the new definition represents Postal policy for purposes of this Regional Instruction.

Please file this correspondence in your National Agreement Interpretation Book.

William Henderson
William J. Henderson
General Manager
Labor Relations Division

Attachment:

cc: SN200
SN400
SN600
SN220
SN221
SN222



Mailings list

H-20-83

256

UNITED STATES POSTAL SERVICE

DATE: April 12, 1983

OUR REF:

SUBJECT: Regional Instruction 399, Part II, D

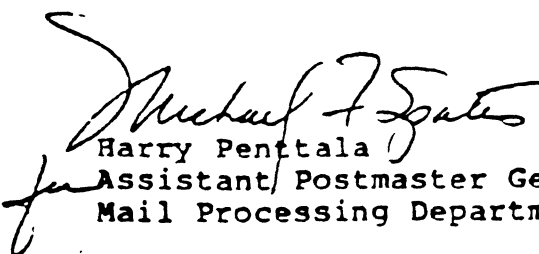
TO: Regional Directors
Mail Processing

Recently, the question was raised as to what was the meaning of the phrase "vacant through attrition" as it is used in Regional Instruction 399, Part II, D:

"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."

"Vacant through attrition" means that an employee permanently vacates the duty assignment via successful bid or application to another duty assignment, another craft or nonbargaining-unit, retirement, reassignment to another craft or installation, removal for disciplinary or nondisciplinary reasons or death.

If you have any questions, please contact Fred Hintenach (245-4100).


Harry Penttala
Assistant Postmaster General
Mail Processing Department

Forced bids apply ?


AB

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

257

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.