

## UNITED STATES POSTAL SERVICE

Western Regional Office

San Bruno, CA 94099

188

DATE: February 6, 1991

OUR REF: WE41:GConnely;jl:JL02042.doc:94099

SUBJECT: "Mixed" Bargaining Unit Positions

TO: FIELD DIRECTORS HUMAN RESOURCES

	Action	Init
Medical Officer		
Mgr. Safety & Health Services		
Affirmative Action Programs Coord	<input checked="" type="checkbox"/>	
Mgr. Employment & Development	<input checked="" type="checkbox"/>	
Mgr. EEO Complaints Processing	<input checked="" type="checkbox"/>	
Mgr. Labor Relations	<input checked="" type="checkbox"/>	

In response to recent inquiries from several divisions concerning proposals establishing "mixed" clerk craft bargaining unit positions, my office has discussed the subject with the Office of Contract Administration. Typically the proposals have involved combining the duties/responsibilities of LSM and FSM operators, or similar positions, into a single position.

In brief, it is the Postal Service's current position that the unilateral establishment by management of "mixed" positions is prohibited by the National Agreement. However, the APWU has agreed to such positions where the local union does not object and the position is properly evaluated.

If you wish to proceed with the establishment of such positions you must:

1. Obtain the documented concurrence of your local APWU President.
2. Submit a copy of the concurrence document and a completed PS Form 6802 to my office, attention: William Bowling:

Upon receipt of the required documents my office will submit your request to the Office of Contract Administration for final review and approval.

If you have any additional questions concerning this subject, please contact William Bowling at (415) 742-4628.

*Gerald S. Sanchez*  
Gerald S. Sanchez cc: Director Human Resources  
Regional Director  
Labor Relations

cc: Regional Director Human Resources  
Regional Director Planning  
Regional Manager Employee Relations  
Regional Labor Relations Executives  
Regional Labor Relations Program Analyst

