



UNITED STATES POSTAL SERVICE
475 L'Entant Plaza, SW
Washington, DC 20260

JAN 16 1984

Mr. Richard I. Wevodau
Director, Maintenance Division
American Postal Workers
Union, AFL-CIO
817 14th Street, N.W.
Washington, D.C. 20005-3399

Re: B. Ciardullo
Manchester, NH 03103
HIT-1K-C 19915

Dear Mr. Wevodau:

On December 21, 1983, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question raised in this grievance is whether management violated Article 19 by requiring the grievant to successfully complete several training courses before being promoted to the position of Engineman.

In discussing the case, we reviewed the settlement reached on grievance no. HIT-4F-C 6029 which provides in pertinent part, the following:

1. The intent of the parties is that the training courses set forth in the qualification standards shall not be considered as mandatory in every case. Instead, while management may assign such courses in its discretion, the decision shall be based on the nature of the particular assignment considered together with the capabilities and training of the individual employee. The parties agree that, while on the one hand it is essential to train an individual in every necessary respect, it is also appropriate to avoid training when it is unnecessary.
2. Nothing in this Award shall be construed as depriving an employee of existing rights to access to the grievance procedure in the event of a dispute as to the extent of training.


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During our discussion, we agreed to resolve this case, as no further action is required; however, the above award is to be applied when training needs are determined in future situations such as that with which this grievance is concerned.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to resolve this case.

Sincerely,



Margaret H. Oliver
Labor Relations Department



Richard I. Wevodau
Director, Maintenance Division
American Postal Workers
Union, AFL-CIO