

The way it is . . .

BY FORREST "FROSTY" NEWMAN
Director of Industrial Relations



Improper Work Assignments Challenged—By The Numbers

Further discussion with Postal Service management has resulted in some modifications to Regional Instruction No. 399, Mail Processing Assignment Guidelines, dated February 16, 1979. Those modifications are reproduced as follows:

SUBJECT: Revisions to Mail Processing
Work Assignment Guidelines

DATE
6-15-79

PURPOSE

Make the following changes to Regional Instruction 1085-PO-204, February 16, 1979:

1. Operation 010, item 4—Add: Distribution to cases or sack/pouch racks will be assigned in accordance with the appropriate distribution operation.

2. In the following operations and functional items, delete the word *dispatching* and substitute the word *transporting*:

- a. Operation 030, item 8
- b. Operation 040, item 9
- c. Operation 043, item 9
- d. Operation 044, item 9
- e. Operation 045, item 9
- f. Operation 050/055, item 9
- g. Operation 060, item 9
- h. Operation 070, item 9
- i. Operation 073, item 9
- j. Operation 074, item 9
- k. Operation 075, item 9
- l. Operation 134, item 9
- m. Operation 150, item 9
- n. Operation 160, item 9
- o. Operation 170, item 9
- p. Operation 175, item 9
- q. Operation 180-189, item 8

3. Operation 080-087 "Note" should read: Allied labor required is normally performed by clerks because of the rotation system employed.

4. Operation 110-129, delete *SPR* in the operation heading and replace with *IPP*.

5. Operation 210-239, item 9, delete "freight elevators."

6. Inbound Docks—BMC, item 5, insert "parcel" between the words *on-site* and *repairs*.

7. Sack sorting, Rewrap IPP's and non-ZIP Coding, item 2, insert "parcel" between the words *on-site* and *repairs*.

C. Neil Benson
Acting Senior Assistant
Postmaster General
Operations Group

By the time you read this, your National Union will have attempted to obtain a court injunction against the United States Postal Service for the purpose of delaying any further implementations of these guidelines until the grievance-arbitration system has been exhausted.

At the same time, we are preparing an arbitration case in an effort to regain work which we believe is rightfully that of the clerk craft and which has been arbitrarily assigned by the Postal Service to the mailhandler craft.

A number of you have expressed interest in knowing which work areas will be discussed in the forthcoming arbitration case.

OPERATION NUMBERS LISTED

Operation numbers of those operations containing what we believe are

improper work assignments are listed below with the specific objections of this Union stated:

Operations 010—Originating Mail Preparation. We will challenge the award of any portion of that operation to the mailhandler craft as the primary craft with the exception of cancelling letters on the Mark II. Work in this operation has been historically shared by the two crafts involved.

Within Operation 010, we object specifically to the primary assignment of the mailhandler craft in the traying of loose metered mail, hand cancelling, the repair of damaged letters, and the back stamping of misssent mail.

Operation 020—Originating Meter Mail Preparation. This Union objects to the assignment of any portion of that operation to the mailhandler craft as the primary craft as we believe the work has been shared historically in the past and this practice should continue. We also object specifically to the award of the preparation of originating metered and permit imprint mail to the mailhandler craft as the primary craft because it denies the clerk craft an opportunity to report mail with incorrect meter dates and to rate short paid mail.

As a general comment, we will take exception to the award of loading ledges and sweeping cases as a primary function of the mailhandler craft wherever such designation is made within the entire Regional Instruction.

Operation 050/055—Priority Mail Distribution. Since the volume of priority mail was heavily reduced with the discontinuance of air mail, we will challenge the assignment of any work in priority mail distribution to the mailhandlers as the primary craft. We do not believe that allied labor can be separated from the distribution function in that operation.

Operation 100—Outgoing Parcel Distribution. We take exception to the award of the manual distribution of parcel post without scheme knowledge to the mailhandler craft. We will also take exception to the use of the word *dispatching* in Operation 100 because

dispatching connotes scheme knowledge. We further take exception to the assignment of inserting labels in sacks in Operation 100 as we believe that has been historically a clerk craft function.

Operation 105—Merchanized Parcel Post. We will take exception to the assignment of dispatching in Item No. 5 to the mailhandler craft. We also take exception to Item No. 7 in that operation in the award of inserting labels to the mailhandler craft.

Operation 109—Rewrap. We believe that the readdressing of parcels and record keeping, other than an actual count of parcels rewrapped, should be a function of the clerk craft. We also take exception to the note at the bottom of Operation 109 as mailhandlers should not be assigned to any distribution.

Operation 168/169—Box Section Primary and Secondary. The position

of this Union is that no mailhandler should be involved in any box section activity in any office. We also take exception to the labeling of sacks or pouches as a duty of the mailhandler craft. We object to the use of the word dispatching in Item No. 7 in that operation as a function of the mailhandler craft.

Operation 180/189—Incoming SPR Distribution, Opening and Traying. We take exception to the assignment of the labeling of sacks and pouches to the mailhandler craft.

Operation 200—Incoming Parcel Post Distribution. We challenge the assignment of the labeling of sacks and the dispatching of pouches to the mailhandler craft.

Operation 210/239—We challenge the assignment of the Manual Sorting of Outside Parcels to the mailhandler craft in Item No. 4, which is non-scheme distribution. The same objec-

tion will be made to the mechanized sorting of outside parcels.

In the Bulk Mail Centers, we challenge the tending of missent-malfuction chutes. We also challenge the assignment of non-machinable outside parcel sorting in the Bulk Mail Centers to the mailhandler craft.

As stated earlier, we will challenge the assignment of sweeping or loading ledges to the mailhandler craft as a primary function.

We may add other items to the list that we are releasing through this article as we receive copies of Step 1 grievances which you are filing in the field. These may identify other areas of concern.

We are also reviewing all interpretative grievances involving jurisdiction and will necessarily update our list to meet conditions at the date selected for arbitration.

COPA

In order to recognize those individual APWU and Auxiliary officers and members who have contributed \$25.00 or more to the Committee on Political Action Fund (COPA) of the American Postal Workers Union, AFL-CIO, we are continuing to list names and amounts contributed in this special "COPA Honor Roll" published monthly in our journal.

James W. Bucherie, Abilene, TX	\$30.00
Mrs. Myrtle J. Ross, Houston, TX	31.00
Howard R. Hilton, Palestine, TX	50.00
Daniel Powers, Miami, FL	25.00
Laurie L. Crowson, Clearwater, TX	50.00
Charlie Mirlocca, Orlando, FL	25.00
Donald H. Kieffer, Orlando, FL	25.00
Mrs. Chester P. Vass, Orlando, FL	25.00
Mike Dajko, San Diego, CA	25.00
Richard E. Schulte, Aurora, CA	25.00
Sherman L. Cooper, Mt. Juliet, TN	25.00
Beatrice F. Walton, Mtn. Grove, MO	25.00
Joseph W. O'Meara, Philadelphia, PA	25.00
Margaret Riley, Steelville, IL	25.00
Lloyd B. Burnham, Bay City, MI	25.00
Matt Ogorek, Santa Ana, CA	50.00
C. J. Bryan, Gold Hill, OR	30.00
Orrin L. Bradshaw, Glendale, AZ	50.00
Eric F. Reid, New York, NY	25.00
Joseph R. Meola, Hollywood, FL	25.00
Art Blair, Pontiac, MI	25.00

CLERK CRAFT:

Proper Documentation Key To Winning

Since the beginning of our involvement in the Grievance Arbitration process, we have continually advocated "proper documentation".

Alleged violations of Article XXVII had proved to be the most difficult to process successfully at this level. But, the following decision is the end result of efforts by a local that did its "homework" and produced the proper documentation at steps one and two. It pays to go by the rules!

EMPLOYEE AND LABOR RELATIONS GROUP Washington, D.C. 20260

Mr. Gerald Anderson
Executive Aide, Clerk Craft
American Postal Workers Union,
AFL-CIO
Washington, D.C. 20005

Re: J. Ryan
Providence, R.I.

Dear Mr. Anderson:

On March 21, 1979, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

After a thorough review of the information provided, it is our determination that this grievance shall be sustained.

Accordingly, steps will be taken at the local level to award the grievant, J. Ryan, \$1,260.00 for the loss of personal property.

This decision represents probably one of the largest claims ever paid by our employer for the loss of personal property under the provisions of Article XXVII. We, in the Clerk Craft, tip our hats to the Providence, R.I. local for a job well done!

OUTSTANDING EMPLOYEE

A Columbus, Ohio postal distribution clerk, who was wounded while serving as a paratrooper in World War II, has been named the U.S. Postal Service's Outstanding Handicapped Employee of 1979.

Melvin L. Schirtzinger, 57, who works in the main post office in Columbus, received the award at the service's 13th annual Outstanding Handicapped Employee luncheon in Washington, D.C.

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