

UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza SW
WASHINGTON DC 20260-4000

Mr. Thomas A. Neill
Director, Industrial Relations
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4128

RE: Q90C-4Q-C 94011535
Workload/Workhour
Equalization Program
Guidelines
Level 18 Post Offices and
Below

Dear Mr. Neill:

Recently, we met in a pre-arbitration discussion of the above captioned case.

The issue in this grievance involves the issuance of a national guideline entitled, "Workload/Workhour Budget Equalization Program Guidelines." Specifically, the issue in question concerns that portion of the guidelines which suggest when a shift of clerical bargaining unit work from craft employees to postmasters would be appropriate.

After discussing this matter, we agreed to the following as full and final settlement of this dispute:

Nothing in the newly issued Clerical Workload/Workhour Equalization Program shall be construed to waive Management's obligations under Article 1.6 or any National Level Award interpreting Article 1.6.

The Postal Service acknowledges that in a 1978 arbitration award, Case No. AC-NAT-5221, Arbitrator Garrett set forth certain standards for evaluating whether or not management has the ability to shift bargaining unit work from craft employees to postmasters in Article 1.6.B offices.

As a result, no bargaining unit work will be shifted from craft employees to postmasters/supervisors solely as a result of a review using the Workload/Workhour Budget Equalization Guideline process.

64

Rather, if, after employing the Workload Workhour Budget

warranted, the considerations established in Arbitrator Garrett's decision will be reviewed and applied before any shift of bargaining unit work from craft employees to postmasters is effectuated. In particular, the conditions in the office must be in concert with the conditions specified in Arbitrator Garrett's decision order for any such shift of work to be justified.

This settlement is made without prejudice to the Postal Service's ability to make subsequent changes in accordance with Article 19.

Please sign and return the enclosed copy of this letter as your acknowledgment and agreement to settle case number Q90C-4Q-C 94011535 and remove it from the pending national arbitration listing.



Peter A. Sgro
Labor Relations Specialist
Grievance and Arbitration
Labor Relations



Thomas A. Neill
Industrial Relations Director
American Postal Workers
Union AFL-CIO

Date: 1/9/95

Date: 1-11-95