



May 17, 1995

Mr. William Burrus
Executive Vice President
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4128

MAY 1995
Vice President

Dear Mr. Burrus:

This is in response to your further correspondence dated April 20 concerning Rural Carrier Relief (RCR) employees and the extent to which they may perform APWU bargaining unit work.

As you and Patricia Heath of my staff discussed last week, there does not appear to be any dispute between the APWU and the Postal Service at this level on this subject. RCRs who do not hold a dual appointment as a casual may perform APWU bargaining unit work only as specified in Article 3.

If you wish to provide more information concerning any office in which you perceive there may be a problem, please feel free to contact Ms. Heath at 268-3813.

Sincerely,

A handwritten signature in cursive script, appearing to read "A. Vegliante".

for Anthony J. Vegliante
Manager
Contract Administration (APWU/NPMHU)



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

April 20, 1995

William Burrus
Executive Vice President
(202) 842-4246

Dear Mr. Vegliante:

With further response to our exchange of correspondence regarding the use of Rural Carrier Relief (RCR) employees who are not designated as dual appointees to perform APWU bargaining unit work. Perhaps I was not sufficiently clear in my letter of March 30, 1995. The reason for raising the issue was that managers in the Southern Region are interpreting the agreement to mean that RCRs who have not been designated as dual appointees may be permitted to perform as APWU casuals in circumstances that are not covered by Article 3.F of the National Agreement. It was not my intent to interpret the rights of the employer under Article 3 which are not in dispute.

If the intent of your response is that the use of RCRs, who have not been designated as dual appointees, is limited to the application of Article 3.F, there is no disagreement between the parties. However, if the employer interprets the agreement as permitting their use in non-emergency circumstances, it will be necessary that we have a fuller understanding of our respective positions.

Thank you for your attention to this matter.

Sincerely,

William Burrus
William Burrus
Executive Vice President

Anthony J. Vegliante, Manager
Grievance & Arbitration Division
United States Postal Service
475 L'Enfant Plaza, SW
Washington, DC 20260

WB:rb
opeiu#2
afl-cio

National Executive Board

Moe Biller
President

William Burrus
Executive Vice President

Douglas C. Holbrook
Secretary-Treasurer

Thomas A. Neill
Industrial Relations Director

Robert L. Tunstall
Director, Clerk Division

James W. Lingberg
Director, Maintenance Division

Donald A. Ross
Director, MVS Division

George N. McKeithen
Director, SDM Division

Regional Coordinators

James R. Williams
Central Region

Jim Burke
Eastern Region

Elizabeth "Liz" Powell
Northeast Region

Terry Stapleton
Southern Region

Raydell R. Moore
Western Region



April 18, 1995

Mr. William Burrus
Executive Vice President
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4128

APR 1995
Received
Office of The
Executive
Vice President

Dear Mr. Burrus:

This letter is in response to your March 30 inquiry requesting our interpretation of your position regarding the use of Rural Carrier Relief (RCR) employees who are not designated as dual appointees to perform APWU bargaining unit work.

It is the Postal Service's position that rural carrier craft employees who are not designated as dual appointees may be assigned to perform duties in other crafts, including crafts represented by the APWU, in emergency situations as specified in Article 3.F of the National Agreement.

I trust that if you have any further concerns, you will not hesitate to make me aware of them.

Sincerely,

Anthony J. Negliante
Manager

Contract Administration (APWU/NPMHU)



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

March 30, 1995

William Burrus
Executive Vice President
(202) 842-4246

Dear Mr. Vegliante:

We have been engaged in recent discussions to resolve the outstanding casual issues. The use of mail handler casuals in APWU crafts is one of the outstanding issues that is being discussed. A recent issue of casual usage is the contractual interpretation of the proper use of RCR casuals in the APWU crafts. Unlike the mail handler circumstances, the parties have a long standing practice of designating RCR casuals as "dual appointments" in those circumstances where it is intended to use them in APWU crafts. Postal management in the Southern Region has interpreted the agreement as permitting the use of RCR casuals who have not been designated as dual appointments to perform APWU bargaining unit work.

National Executive Board
Moe Biller
President

William Burrus
Executive Vice President

Douglas C. Holbrook
Secretary-Treasurer

Thomas A. Neill
Industrial Relations Director

Robert L. Tunstall
Director, Clerk Division

James W. Lingberg
Director, Maintenance Division

Donald A. Ross
Director, MVS Division

George N. McKeithen
Director, SDM Division

The union interprets the agreement as limiting the use of RCRs solely as replacement of rural carriers who are absent from work or who are in need of assistance. The exception to this rule is when an RCR has been designated as a dual appointee. Under the latter circumstance, they may be employed as replacements for rural carriers at the appropriate RCR compensation or may be employed as casuals in either rural carriers or APWU bargaining unit duties and compensated as casuals. Under no circumstances may an RCR who has not been designated as a dual appointee, as noted on the Form 50, be permitted to perform APWU bargaining unit work.

Regional Coordinators
James P. Williams
Central Region

Jim Burke
Eastern Region

Elizabeth "Liz" Powell
Northeast Region

Terry Stapleton
Southern Region

Raydell R. Moore
Western Region

I request that you review the appropriate regulations pertaining to the proper use of RCRs and advise of the employer's interpretation.

With kindest regards, I remain

Yours in union solidarity,

William Burrus
William Burrus

*Anthony Vegliante, Manager
Grievance & Arbitration
475 L'Enfant Plaza, SW
Washington, DC 20260*