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EMPLOYER

MEMORANDUM OF UNDERSTANDING

The following is the understanding of the Parties:

- A. In all first-class offices with 25 or more employees and other large customer service and mail processing facilities, employees other than mail handlers may be performing full-time duties within the mail handler bargaining unit on a regularly scheduled basis; therefore, the Employer will review the practices in these installations in order to determine the appropriateness of employees' assignments, classifications and wage levels.

Where it is found that full or part-time regularly scheduled employees have duty assignments on a regular basis which are comprised of all mail handler duties, those duty assignments will be delegated to the mail handler craft. If it is found that mail handler duties have been combined with duties of another craft, to make a full or part-time scheduled duty assignment on a regularly scheduled basis, such assignment shall be filled consistent with Article I, Article VII and Article XII. Employees who may be displaced will be reassigned in accordance with Article XII.

- B. The parties recognize that the posting procedures as incorporated in Article XII of the Working Agreement provide that normally an employee shall work the duty assignments for which he has been designated as the successful bidder and

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employee from his or another craft. The parties further recognize that nothing herein is intended to restrict the right of the Employer to make work assignments in accordance with Article VII.

- C. The parties recognize the statutory obligation to follow an employment policy designed to "extend opportunity to the disadvantaged and handicapped." In implementing this statutory obligation, the Employer will make every effort to insure that employees hired through the Mental Retardation Program shall not be given mail handler bargaining unit work assignments to the detriment of mail handler craft employees.

Before such employees can be considered for an opening in a position in the regular work force as defined in Article VII, they shall meet all of the requirements of the position.

- D. When a new or vacant regularly scheduled full-time mail handler assignment contains four or more hours a day, five days a week, of handling of mail by operation of a jitney, fork lift or pallet truck, such assignment may be posted for bid.

(to be added to Mail Handlers Memorandum of Understanding)

3-3) Supervisors shall not perform work normally performed by bargaining unit employees, except:

1. in an emergency;
2. for the purpose of training or instructing an employee;
3. to assure the proper operation of equipment;
4. to protect Postal Service property;
5. to protect the safety of employees; or
6. when the duties are included in the supervisor's position description.