

UNITED STATES POSTAL SERVICE

Western Regional Office

San Bruno, CA 94099

188



DATE: February 6, 1991  
 OUR REF: WE41:GConnely:jl:JL02042.doc:94099  
 SUBJECT: "Mixed" Bargaining Unit Positions  
 TO: FIELD DIRECTORS HUMAN RESOURCES

	Action	Init
_____ Medical Officer	_____	_____
_____ Mgr. Safety & Health Services	_____	_____
_____ Affirmative Action Program Coord	_____	_____
_____ Mgr. Employment & Development	_____	_____
_____ Mgr. EEO Complaint Processing	_____	_____
_____ Mgr. Labor Relations	_____	_____

In response to recent inquiries from several divisions concerning proposals establishing "mixed" clerk craft bargaining unit positions, my office has discussed the subject with the Office of Contract Administration. Typically the proposals have involved combining the duties/responsibilities of LSM and FSM operators, or similar positions, into a single position.

In brief, it is the Postal Service's current position that the unilateral establishment by management of "mixed" positions is prohibited by the National Agreement. However, the APWU has agreed to such positions where the local union does not object and the position is properly evaluated.

If you wish to proceed with the establishment of such positions you must:

1. Obtain the documented concurrence of your local APWU President.
2. Submit a copy of the concurrence document and a completed PS Form 6802 to my office, attention: William Bowling:

Upon receipt of the required documents my office will submit your request to the Office of Contract Administration for final review and approval.

If you have any additional questions concerning this subject, please contact William Bowling at (415) 742-4628.

*Gerald S. Sanchez*  
 Gerald S. Sanchez  
 Regional Director  
 Labor Relations

cc: Regional Director Human Resources  
 Regional Director Planning  
 Regional Manager Employee Relations  
 Regional Labor Relations Executives  
 Regional Labor Relations Program Analyst

