

MANAGER, HUMAN RESOURCES (AREA)
NEW YORK METRO AREA OFFICE



March 14, 1995

MEMORANDUM FOR SENIOR PLANT MANAGERS

SUBJECT: SPBS Keyer Seating

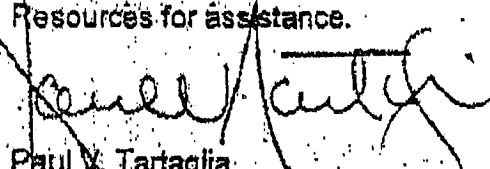
As a result of a recent photo in the NY Metro Update that showed SPBS Keyers utilizing seating devices, several grievances have been filed at P&D facilities with SPBS that have not previously permitted their keyers to utilize seating. They are claiming they also now be permitted to use seating on the SPBS.

Therefore the purpose of this letter is to recite for the record the USPS position on this issue:

1. The attached March 24, 1989 letter from Headquarters clearly established that seating for SPBS keyers is not permitted.
2. The reason for such a decision is not cost or efficiency, but rather safety.
3. The initial conclusions were that if the keyer was not properly aligned to the key pads, they could possibly place undue stress on their arms/wrists.
4. As such, seating is not to be provided the keyers.
5. At those facilities that have previously permitted seating on the SPBS whether willingly or unwillingly, you should do the following:
 - Meet with the Union and explain to them Management's position in this matter.
 - Give them notice as to when you plan to terminate the use of the seating

- The Unions may allege that said seating must be provided as "heretofore" in accordance with Article 37, Section 5 of the National Agreement. We do not agree:
 - The length of time the SPBS have been in place do not necessarily justify the concept of "heretofore". In other words, there has been no long history of utilizing seating.
 - Article 37, Section 5 in our view, only applies to adjustable stools which are generally not used on SPBS.
 - Even if we accept the concept of "heretofore", such does not preclude us from changing that practice if in fact we can prove a potential safety hazard to the employee. Safety overrides any work practice when and if we can prove a conflict.
- 6. A common related issue is the use of floor pads to cushion the need to stand. We strongly encourage you to provide such cushioning as an alternative to the seating issue.
- 7. You should know that a Task Force at Headquarters is reviewing this issue based on inquiries from the National APWU Office requesting clarification of the seating issue on SPBS machines. Initial data has been collected and three (3) cities (Philadelphia, Gaithsburg and St. Petersburg) have been designated as test sites starting as of April 1, 1995. The USPS has committed to be bound by whatever the Task Force recommends.

Questions in this matter should be referred to the District Manager, Human Resources for assistance.



Paul V. Tartaglia
Manager, Human Resources (Area)

Attach.

cc: D. Solomon - W/Attach.
F. Schmitt - W/Attach.

LABOR RELATIONS



May 23, 1995

 MAY 24 3 21 PM '95
 RECEIVED
 LABOR RELATIONS

MANAGERS, HUMAN RESOURCES (ALL AREAS)

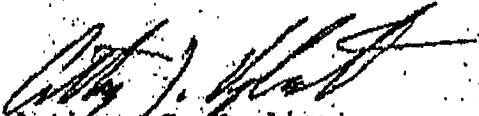
SUBJECT: Small Parcel Bundle Sorter (SPBS)
Seating

Recent inquiry from the field has brought to light some problems related to SPBS seating devices. In regards to that subject, you should know that the American Postal Workers Union (APWU) and the Postal Service have agreed to conduct a joint study (testing) of SPBS seating. The study emanated from a Step 4 settlement, H7C-1R-C 30605 (see attachment).

Based on that settlement, all facilities should maintain a status quo with respect to SPBS seating, pending the outcome of the study. Those facilities which currently have SPBS seating devices may continue to use them, but no new seating should be introduced into the SPBS operations. The parties will be guided nationally by the study results.

Any grievances pursued by APWU despite the joint study should be denied, declared interpretive and sent to Step 4.

If there are any questions regarding the foregoing, please contact Curtis Warren at (202) 268-5359 or Dan Magazu at (202) 268-3825.



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

Attachment

Mr. Cliff J. Guffey
 Assistant Director
 Clerk Craft Division
 American Postal Workers
 Union, AFL-CIO
 1300 L Street, N.W.
 Washington, DC 20005-4128

Re: H7C-1R-C 30605
 CLASS ACTION
 ROCHESTER NY 14692

Dear Mr. Guffey:

Recently we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.


The issue in this grievance involves seating devices for the Small Parcel and Bundle Sorter (SPBS).

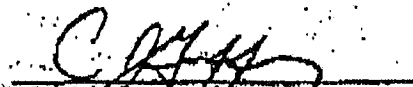
During our discussion, we mutually agreed that joint testing of seating devices for the SPBS is appropriate. The parties will begin discussions regarding such joint testing as soon as possible.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to settle this case in its entirety.

Time limits at Step 4 were extended by mutual consent.

Sincerely,


 Daniel P. Magazu
 Grievance and Arbitration
 Labor Relations


 Cliff J. Guffey
 Assistant Director
 Clerk Craft Division
 American Postal Workers
 Union, AFL-CIO

Date: 6-21-94