



UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, SW  
Washington, DC 20260

JAN 16 1981

ARTICLE	19
SECTION	ELM
SUBJECT	COP COMPUTATION

Mr. Kenneth D. Wilson  
Administrative Aide, Clerk Craft  
American Postal Workers Union, AFL-CIO  
817 - 14th Street, NW  
Washington, DC 20005

Re: *A8-W-1126*  
L. McClaskey  
Portland, OR 97208  
H8C-5D-C-12947

Dear Mr. Wilson:

On December 24, 1980, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

The question raised in this grievance involves whether the grievant was properly paid COP for her on-the-job injury.

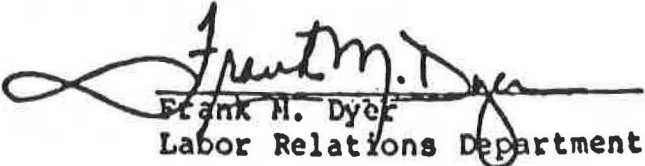
Chapter 810, Subchapter 3-2(c) states "For a regular part-time worker, in the regular work force of the agency, who does not work the same number of hours per week-the weekly pay rate will be the average weekly earnings for the one (1) year period before the date of injury, exclusive of overtime."

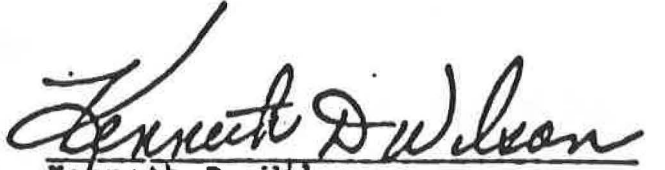
In the instant case, the grievant was employed less than one year at the time of her injury

Her work hours, exclusive of overtime, should be totalled for her period of employment with the time of her injury. The total work hours should be divided by the number of weeks she was employed, thereby providing the average number of hours she should receive for COP. The local office will recompute the COP hours based on the above stated formula and pay accordingly.

If you are in agreement with this decision, please sign a copy of this letter acknowledging settlement of the grievance.

Sincerely,

  
Frank M. Dyer  
Labor Relations Department

  
Kenneth D. Wilson  
Administrative Aide, Clerk Craft  
American Postal Workers Union,  
AFL-CIO