



UNITED STATES POSTAL SERVICE
Labor Relations Department
475 L'Enfant Plaza, SW
Washington, DC 20260-4100

July 21, 1988

ARTICLE	19
SECTION	ELM
SUBJECT	MIXED ASSIGNMENT

Mr. Kenneth D. Wilson
Director, Clerk Craft Division
American Postal Workers
Union, AFL-CIO
1300 L Street, NW
Washington, DC 20005-4107

Dear Mr. Wilson:

This is in response to your May 5 correspondence regarding mixed assignments.

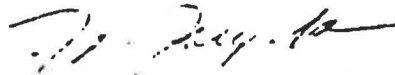
Section 233.41 of the Employee and Labor Relations Manual (ELM) states, "Regularly Scheduled on a Daily Basis. When a full-time employee is scheduled every workday to perform the work of two separately defined positions in two different grades, the employee is placed in the position of the higher grade. The duties of the lower grade position, while included in the work assignment, represent extra duties in relation to the official position and do not affect the pay grade of the employee." This language is clear and allows mixed assignments to be bid at the higher level as long as the mixed duties are performed on a daily basis.

Section 233.42 of the ELM states, "Regularly Scheduled on Intermittent Days in Two Positions. When a full-time employee is regularly scheduled on intermittent workdays to perform the work of two separate positions in different grades, the employee is placed in the position in which more than 50 percent of the time is spent. If the time is equally divided, the employee is placed in the higher grade position." This language also allows mixed assignments being bid at the higher level as long as the time spent in the higher level duties is greater than or equal to 50 percent.

In the example that you have given, the time performing PSDS Technician duties constitutes less than 50% of the assignment, therefore the position should be posted as a Distribution Clerk, PS-5, and selection made on a senior qualified basis. Higher level pay would be granted for that work performed as a PSDS Technician.

If you have any questions regarding the foregoing, please contact me at your convenience.

Sincerely,



Frank X. Jacquette, III
Labor Relations Executive
Programs and Policies Division
Office of Contract Administration