



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

DATE	19
SECTION	EL 311
SUBJECT	TYPING ANALY

Mr. Thomas A. Neill
Industrial Relations Director
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4107

Re: Biller
H7C-NA-J-37

Dear Mr. Neill:

On March 31 and April 17, Harvey White met with your representative, Robert Tunstall, to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance involves changing the typing standards in Test 712 from 40 words per minute (WPM) to 45 net WPM, and the union not receiving a copy of a study regarding the new scoring methodology for Test 712.

During our discussions, it was clearly understood that the new scoring methodology will involve deducting half the number of errors from the gross WPM to obtain a new WPM. The ~~minimum~~ net WPM to qualify under the new system is 45. The old system required an employee to type 40 gross WPM for five minutes with no more than two errors. Furthermore, during the April 17 meeting the study which was at issue was provided to the union; however, it was indicated by the union that the study had been provided at an earlier date.

Additionally, it was agreed by the parties that the new scoring methodology and accompanying change to the 45 net WPM scoring methodology was reasonable as discussed between the parties; however, the union continues to believe that 45 net WPM for the General Clerk position was unreasonable. Nonetheless, the parties have agreed to a review of the General Clerk position (Occupation Code 2340-01xx) under the old and new Test 712 methodologies.

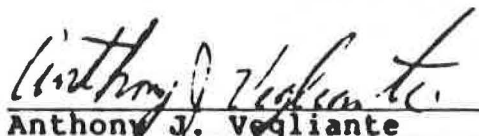
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Thomas Neill

Specifically, the Office of Selection and Evaluation (OSE) has established that the qualifying rate is at 19% under the old system for the General Clerk position only. One year after the implementation of the new scoring methodology, OSE will review all available typing tests given only for the General Clerk position using the new system. OSE will compare the qualifying rates of examinees under the old system, as previously discussed, to that of the new system. The results will be shared with the union. If the qualifying rate under the new scoring methodology is lower than the old system, it is agreed that OSE will review the General clerk position for appropriate adjustments. Additionally, the APWU shall maintain its right to either reopen or file a new grievance on this matter.

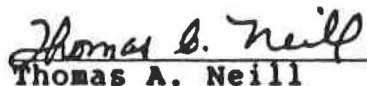
It is agreed between the parties that the specifics of this agreement are not to be cited nor set a precedent in any future grievances, arbitrations or other proceedings with regard to testing methodologies conducted by the Postal Service.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to settle this case.

Sincerely,



Anthony J. Vegliante
General Manager
Programs and Policies
Division



Thomas A. Neill
Industrial Relations Director
American Postal Workers
Union, AFL-CIO

DATE July 6-1989