



UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW  
Washington, DC 20260

OCT 24 1980

P.O. 401

ARTICLE	19
SECTION	P-13
SUBJECT	Rest Bars

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

Re: L. Walker  
Kansas City, KS  
A8-C-0884/C8C4HC18358  
APWU - 0884

Dear Mr. Wilson:

On October 14, 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.

During our discussion, we concluded that the issue in this grievance is whether or not management violates Article XXXVII of the National Agreement, and the provisions of the Postal Manual, Part 333.3136 by requiring, in this instant grievance, that adjustable platform stools (rest bars) be at maximum angle.

We fail to see any relationship to Article XXXVII in this grievance. Part 333.314, Postal Manual has been superseded by Part 333.214 Postal Service Manual and Part 431.253 Postal Operations Manual which are basically the same.

Our position on the use of rest bars is that they shall not be used in the flat position, except when the employee has a documented physical infirmity. They may be used at other inclined angles, so long as the angle does not preclude the employee from reaching all separations without change of position and without loss of production. For a person of average height, maximum angle (last slot) appears to be

the best position; however, it is not our policy that all rest bars will be maintained at maximum angle for all employees who use them. Local policy should be clarified if there is any misunderstanding.

We remind those concerned that the final determination of whether or not a particular positioning prevents the employee from reaching all separations, or is resulting in loss of production will be made by the supervisor.

To the extent stated above, the grievant shall be allowed to adjust the rest bar. This grievance is considered resolved.

Sincerely,



Robert L. Eugene  
Labor Relations Department