



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

May 19, 1980

NO	405 T
SECTION	
SUBJECT	LEADS LEADS
	QUALIFIED
	WYER

Mr. Don Johnson
Administrative Vice President, Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

Re: E. Andrews
Washington, DC
A8NA-0565

Dear Mr. Johnson:

On May 2, 1980, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

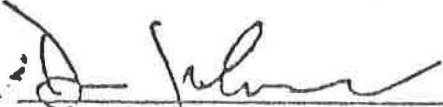
The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

In full settlement of this grievance, whenever possible all craft personnel assigned to the LSM operation should be qualified keyboard operators to allow for rotation and breaks. Accordingly, in full settlement of this grievance, Omaha, NE local management shall staff their LSM crews with machine qualified employees.

Please sign the attached copy of this letter as your acknowledgment of the agreed to settlement.

Sincerely,


Daniel A. Kahn
Labor Relations Department


Don Johnson
Administrative Vice President
Clerk Craft
American Postal Workers Union,
AFL-CIO

INTERPRETATION

Article XIX
Page 55
A8-NAT-0565
(AC-C-16942; AC-C-21,421)
Omaha, Nebraska

ARTICLE	19
SECTION	M 54
SUBJECT	

LEDGE LOADER
QUALIFIED
OPERATORS

CRAFT PERSONNEL ASSIGNED TO LSM OPERATIONS
TO BE QUALIFIED KEYBOARD OPERATORS

ARTICLE XIX:

"Those parts of all handbooks, manuals, and published regulations of the Postal Service, that directly relate to wages, hours or working conditions, as they apply to employees covered by this Agreement shall contain nothing that conflicts with this Agreement, and shall be continued in effect except..."

This grievance involves a posting to the mail handler craft of a PS-5 Ledge Loader, ZMT, rather than to the clerk craft; the utilization of non-machine qualified casual employees as ledge loaders and paid PS-4; and, reverting of ledge loading jobs from LSM/ZMT to non-machine qualified personnel.

The Union's position was these duties were properly those of the clerk craft; these duties should be returned to the machine qualified personnel and be used in rotation with the other machine operations; and casual employees should not be utilized in this capacity, nor be paid a level 4 rate of pay when performing such functions.

Management's view was they were not precluded from utilizing level 5 employees to load ledges; the rotation schedule that was being used by management for machine operators met the requirements of the M-54; that casuals were properly compensated when performing the work in question and properly utilized as a supplement to the regular work force.

Step 4 settlement May 19, 1980:

"In full settlement of this grievance, whenever possible all craft personnel assigned to the LSM operation should be qualified keyboard operators to allow for rotation and breaks. Accordingly, in full settlement of this grievance Omaha, NE local management shall staff their LSM crews with machine qualified employees."