



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

JUL 25 1980

ARTICLE	19
SECTION	PO 405 T
SUBJECT	
DEXTERITY IS PART OF TRAINING	

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

Re: APWU - Local
Anchorage, AK
A8-W-0779-W8C5DC10368
APWU - 0779

Dear Mr. Johnson:

On July 15, 1980, we met on the above-captioned case at the fourth step of the contractual grievance procedure set forth in the 1978 National Agreement.

During our discussion, we concluded that the question in this grievance is whether management violated the provisions of Article XXXVII, Section 3F4C by denying to a senior bidder, who has previously failed to qualify on an LSM assignment, the right to bid on another LSM assignment. Another question raised is whether dexterity constitutes part of the LSM training and/or qualification.

After reviewing the information in the file and other relevant documents, our position is as follows:

If the senior bidder for an MPLSM duty assignment is an employee who is not machine qualified and who has previously failed in one or more attempts to complete the prescribed training successfully, the circumstances of the case must be carefully reviewed and evaluated to determine whether to select or pass over the employee. Consideration must be given to the following factors, if determinable: the length of time since the last failure to complete the prescribed training successfully; the point in the training where the failure occurred; the cause of the failure; and whether the reason for the prior failure continues.

In response to the second question raised in this grievance, we conclude that in accord with Part 534.1 of the M-54 Handbook, training on keying numbers, is part of the overall qualification process. This keying of numbers is considered

