



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

October 5, 1982

DATE	19
SECTION	
SUBJECT	M-16
EDIT	EZR

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

art. 19

Re: C. Reynolds
Columbus, OH 43216
H1C-4F-C-7728

Dear Mr. Baldwin:

On September 27, 1982, we met to discuss the above-captioned case at the fourth step of the contractual grievance procedure set forth in the 1981 National Agreement.

The question raised in this grievance involved the grievants being sent for remedial training after reaching an accuracy level below 95% on the LSM. The Union contends that changes involving EZR are causing the problems.

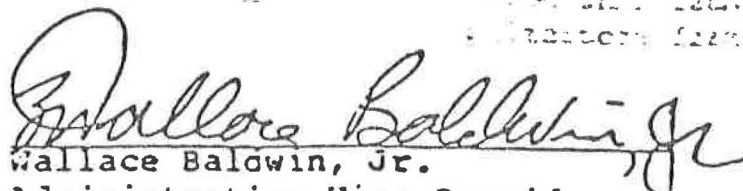
After further review of this matter, we mutually agreed that no National interpretive issue is fairly presented in the particulars evidence in this case. We agreed that with reference to the EZR modifications, the August 6, 1982, memo from the APMG, Mail Processing Department, to Regional Directors, Mail Processing Department, Subject: EZR EDIT Reports, is to be applied. We also agreed that no other action is necessary with respect to that portion of the grievance dealing with remedial training.

Accordingly, as we further agreed, this case is hereby remanded to the parties at Step 3 for further processing if necessary.

Please sign a copy of this letter as your acknowledgment of agreement to remand this case.

Sincerely,


Margaret H. Oliver
Labor Relations Department


Wallace Baldwin, Jr.
Administrative Vice President

EZR EDIT Reports

ARTICLE	19
SECTION	Po 407
SUBJECT	EZR EDITS
	NATIONAL POETRY

Regional Directors
Mail Processing Department

The operation of Expanded ZIP Retrofit (EZR) modifications in selected offices has produced certain keying problems, which result in higher Zero/400 bin volumes. This in turn has produced lower operator proficiency scores.

Research and Development is in the process of supplying a maintenance fix for the EZR that will correct the deficiencies. However, the completed redesign of the console interface board will not be available until February, 1983. Therefore to eliminate further confusion concerning EZR EDITS under the present system, the following action should be taken.

- Continue to conduct Operator EDITS on all MPLSM machines.
- Individual EDITS below 95% on EZR machines, where the reason is due to abnormally high Zero/400 bin errors suspected to be related to EZR keyboard problems, should not be made part of an employee's individual performance record or used in any discipline matters.
- Employees pre-EZR performance should be considered.
- To the extent possible, employees should not be continuously moved between EZR and non-EZR machines.
- Review recent employee actions in this regard and make appropriate adjustments.

Your cooperation in this matter is appreciated. If you have any concerns regarding this matter, please contact Nicholas P. Barranca on FTS 245-4087.

15/ Michael F. Spatis
Harry Penttala
Assistant Postmaster General
Mail Processing Department

cc: Mr. Penttala
Mr. Barranca
File/Working File
1983