



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

December 15, 1982

19
M-16

EDITS
EZR

Mr. Kenneth D. Wilson, Jr.
Assistant Director
Clerk Division
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

Re: APWU - Local
Philadelphia, PA 19104
HLC-2B-C-3628

Dear Mr. Wilson:

On October 29, 1982, and December 14, 1982, we met 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.

The question in this grievance is whether management violated Article 19 of the National Agreement, specifically Methods Handbook, M-16, in issuing all LSM operators letters of warning for excessive keying errors.

After further review of this matter, we mutually agreed that no nationally interpretive issue is presented in the particulars evidenced in this case. There is no dispute between the parties at the national level concerning Part 644, M-16, as it relates to retraining, corrective discipline, or both when an LSM operator's cumulative error rate is greater than five percent after 750 pieces have been sampled.

We further agreed that individual EDITS below 95 percent on EZR machines, where the reason is due to abnormally high zero/400 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. A determination as to whether or not EDITS taken on EZR machines were a basis for issuing letters of warning must be based on a review of the fact circumstances.

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

Please sign and return the enclosed copy of this decision as your acknowledgment to remand this case.

Sincerely,

Joan S. Palmer
Joan S. Palmer
Labor Relations Department

Kenneth D. Wilson, Jr.
Kenneth D. Wilson, Jr.
Assistant Director
Clerk Craft
American Postal Workers Union,
AFL-CIO

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