



UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, S.W.  
Washington, DC 20260

JAN 24 1984

Mr. Gerald Anderson  
Assistant Director  
Clerk Division  
American Postal Workers  
Union, AFL-CIO  
817 14th Street, N.W.  
Washington, D.C. 20005-3399

ARTICLE	25
SECTION	
CLASSIFICATION	
	Flat Sorter
	Sweeping
BY LEVEL 4	

Re: P. Bowman  
Cincinnati, OH 45234  
H1C-4F- C 20656

Dear Mr. Anderson:

On January 3, 1984, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The question in this grievance is whether the grievant, a PS-4 Mail Distributor, is entitled to higher level pay while performing sweeping duties on the Flat Sorter Machine.

The unions position is that the duties performed by the Flat Sorter Machine Operator (PS-5) is totally unrelated to PS-4 Mail Distributor duties, and higher level pay is warranted when any part of the FSM duties are performed.

The position of the Postal Service is that the assignment of an employee to perform a particular duty, which is also performed by a higher level position, does not in itself warrant compensation at a higher level.

To properly evaluate a work assignment, the difficulty of the work being performed, the degree of responsibility exercised, the scope and variety of the tasks involved and the conditions under which the work will be performed must be considered with the specific duties of the higher level position.

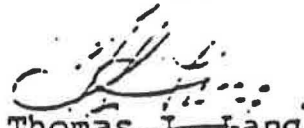
Mr. Gerald Anderson

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In this specific case, all the duties of the FSM operator were not performed; the specific function of sweeping mail does not constitute higher level work. This is further supported by RI 399 which identifies several mail processing operations wherein sweeping is properly assigned to level PS-4 positions.

Based on the above considerations, the grievance is denied.

Sincerely,



Thomas J. Lang  
Labor Relations Department

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JAN 25 1964  
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