



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

September 5, 1980

Mr. Gerald Anderson  
Executive Aide, Clerk Craft  
American Postal Workers Union,  
AFL-CIO  
817 - 14th Street, N. W.  
Washington, D. C. 20005

Re: APWU - Local  
Santa Ana, CA  
A8-W-0772/W8T5GC8890  
APWU 0772

Dear Mr. Anderson:

On July 22, 1980, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

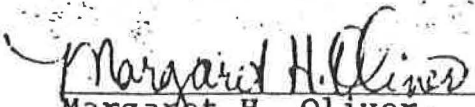
The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

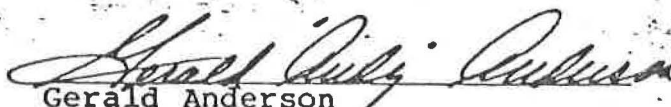
During our discussion, we mutually agreed to resolve this case with the understanding that whenever Maintenance Mechanics, Mail Processing Equipment, Level 6, perform Level 7 duties that are not a part of the duties listed on the Level 6 position description, the Level 6 employee will be paid at the higher level. Whether the Level 6 employee works alone will not be the sole determining factor for the purpose of granting higher level pay.

The time limits were extended by mutual consent.

Please sign a copy of this letter as your agreement to this resolution.

Sincerely,

  
Margaret H. Oliver  
Labor Relations Department

  
Gerald Anderson  
Executive Aide, Clerk Craft  
American Postal Workers Union,  
AFL-CIO

INTERPRETATION  
Article XXV, Section 2  
Page 58  
A8-W-0772  
(W8T-5G-C-8890)  
Santa Ana, California

ARTICLE	25
SECTION	
SUBJECT	

**LEVEL 6 MAINTENANCE MECHANICS, MAIL PROCESSING  
EQUIPMENT WORKING ALONE NOT SOLE FACTOR  
FOR GRANTING HIGHER LEVEL PAY**

Article XXV, Section 2:

"An employee who is detailed to higher level work shall be paid at the higher level for time actually spent on such job. An employee's higher level rate shall be determined as if promoted to the position. An employee temporarily assigned or detailed to a lower level position shall be paid at the employee's own rate".

At issue in the instant case is Level 6 Mail Processing Equipment, Maintenance Mechanics being compensated at Level 7 whenever they work alone and actually perform Level 7 duties.

The Local Union contends that whenever Level 6 MPE's are working alone on an operating they are performing Level 7 MPE work which falls under Paragraphs A, B, C, E, F, G, H, & of the MPE Level 7 job description, SP 6-64.

Management contended the only appreciable differences between Level 6 and Level 7 are that the Level 7 performs inspections, the more involved trouble shooting on the complex maintenance or mail processing equipment.

Step 4 Resolution, September 5, 1980:

"During our discussion, we mutually agreed to resolve this case with the understanding that whenever Maintenance Mechanics, Mail Processing Equipment, Level 6, perform Level 7 duties that are not a part of the duties listed on the Level 6 position description, the Level 6 employee will be paid at the higher level. Whether the Level 6 employee works alone will not be the sole determining factor for the purpose of granting higher level pay."

JOHN P. RICHARDS, DIRECTOR INDUSTRIAL RELATIONS DEPARTMENT  
AMERICAN POSTAL WORKERS UNION, AFL-CIO