

## UNITED STATES POSTAL SERVICE Labor Relations Department 475 L'Entant Plaza, SW Washington, DC 20200-4100

Vi

Mr. Robert L. Tunstall
Assistant Director
Clerk Craft Division
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4107

MAR 1 1 1987



Re: E. Rice
Alhambra, CA 91899
H4C-5P-C 32181

Dear Mr. Tunstall:

On January 20, 1987, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether management improperly bypassed the grievant after a previous failure to qualify on LSM training.

After review of this matter, we mutually agreed that no national interpretive issue is fairly presented in the particulars evidenced in this case. We also agreed that if the grievant was the senior bidder for an LSM duty assignment who has previously failed in one or more attempts to successfully qualify, the circumstances of the case must be carefully reviewed and evaluated to determine whether to select or bypass the employee. Considerations must be given to the following factors, if determined:

The length of time since the 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.

Accordingly, we agreed to remand this case to the parties at Step 3 for further processing, including arbitration if necessary.

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

Time limits were extended by mutual consent.

Sincerely,

James W. Bledsoe
Grievance's Arbitration

Grievance' Arbitration
Division

Robert S. Tunstall 3-27-87

Robert L. Tunstall
Assistant Director
Clerk Craft Division
American Postal Workers
Union, AFL-CIO

salent of plans the employee. Consumerations must be given as allerthan to as dependent by the control of the c

the length of Gine since the follows to complete to demplete in the point of the second since point are point of the second since solution and the length of the faller of the second since the s

Stab a tot theres biocheesing, including and this const

化工作 自己自己的