



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

JUL 25 1980

ARTICLE	37
SECTION	3F4
SUBJECT	
DEXTERITY	

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

Re: APWU - Local
Anchorage, AK
A8-W-0779-W8C5DC10368
APWU - 0779

Dear Mr. Johnson:

On July 15, 1980, we met on the above-captioned case at the fourth step of the contractual grievance procedure set forth in the 1978 National Agreement.

During our discussion, we concluded that the question in this grievance is whether management violated the provisions of Article XXXVII, Section 3F4C by denying to a senior bidder, who has previously failed to qualify on an LSM assignment, the right to bid on another LSM assignment. Another question raised is whether dexterity constitutes part of the LSM training and/or qualification.

After reviewing the information in the file and other relevant documents, our position is as follows:

If the senior bidder for an MPLSM duty assignment is an employee who is not machine qualified and who has previously failed in one or more attempts to complete the prescribed training successfully, the circumstances of the case must be carefully reviewed and evaluated to determine whether to select or pass over the employee. Consideration must be given to the following factors, if determinable: the length of time since the last 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.

In response to the second question raised in this grievance, we conclude that in accord with Part 534.1 of the M-54 Handbook, training on keying numbers, is part of the overall qualification process. This keying of numbers is considered

the dexterity portion of the training since no memory items or scheme items are involved. An employee may not be denied the right to bid on an LSM assignment solely on his failure to pass this initial phase of training. Our position stated in the answer to the first question would apply.

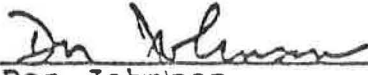
If you concur with our position on previously unsuccessful bidders, we can mutually agree to remand this case back to the Step 3 level for determination by the parties at that level as to whether the grievants in this instant case were improperly denied the opportunity to bid. The grievance should be disposed of at that level.

Please sign the attached copy of this decision as your acknowledgment of the agreed to settlement of this grievance.

Sincerely,



Robert L. Eugene
Labor Relations Department



Don Johnson
Administrative Vice President
Clerk Craft
American Postal Workers Union,
AFL-CIO

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