

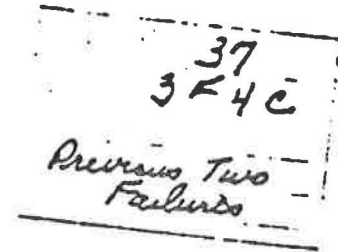
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UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW  
Washington, DC 20260

November 23, 1982



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

*MF: 37*

Re: L. Castro  
Phoenix, AZ 85026  
H1C-5K-C-4052

Dear Mr. Baldwin:

On October 29, 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 when a senior bidder for a distribution clerk machine position was not afforded a third opportunity to begin machine qualification training.


A review of the file disclosed that the grievant was awarded a MPLSM duty assignment, Job #0421, on January 25, 1982. On two occasions (January 20, 1982, and May 13, 1981), she failed to successfully complete the prescribed MPLSM training. The union contends that, despite the prior failures, the grievant should be selected for the training.

In our opinion, there is no requirement to provide the grievant a third training opportunity. As required by Part 537, Handbook M-54, local management gave consideration to the length of time since her 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 view of her past performance, it is our position that the determination to pass over the grievant was proper.

Accordingly, as we find no violation of the National Agreement, this grievance is denied.

Sincerely,

  
Joan S. Palmer  
Labor Relations Department