



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

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

*10-1-86*

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|---------------------------------|
| NOV 13 1986                     |
| ARTICLE <u>37</u>               |
| SECTION <u>3 F 4</u>            |
| SUBJECT <u>Previous Failure</u> |
| <u>PARCEL KEYS</u>              |

Re: G. Berg  
BMC, St Paul, MN 55200-9998  
H4C-4C-C 17600

Dear Mr. Tunstall:

On November 7, 1986, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether a parcel keyer bid assignment was improperly denied the grievant because of past training failures.

After reviewing this matter, we mutually agreed that no national interpretive issue is fairly presented in this case. We agreed that when an employee has previously failed to successfully complete prescribed training, 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 prescribed training successfully; the point in the training where the training occurred; the cause of the failure, and whether the reason for the prior failure continues. Where it is determined to pass over the senior bidder, the bidder should be notified and told the reasons relied upon in reaching the determination.

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

Mr. Robert L. Tunstall

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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,

*Margaret H. Oliver*

Margaret H. Oliver  
Labor Relations Department

*Robert L. Tunstall*

11-20-86

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