



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

OCT 2 1980

Mr. Gerald Anderson
Executive Aide, Clerk Craft
American Postal Workers Union, AFL-CIO
817 - 14th Street, NW
Washington, DC 20005

ARTICLE	7
SECTION	1
SUBJECT	CASUAL TO DETREMENT

Re: APWU - Local
Phoenix, AZ
A8-W-0903/W8C5KC10906
APWU - 0903

Dear Mr. Anderson:

On September 17, 1980, we met with you 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 issue in this grievance is whether or not management in the instant grievance made every effort to ensure that qualified and available part-time flexible employees were utilized at the straight time rate prior to assigning such work to casuals, as required by Article VII, Section 1B.

Evidence in this case file indicates that management is making every reasonable effort to work part-time flexibles in lieu of casuals.

There are several factors to be considered when assigning part-time flexibles or casuals. Among them are:

1. Whether the need for additional manpower occurs when the available part-time flexibles are performing their normal duties.
2. Whether the movement of available part-time flexibles requires extensive travel from one work location to another. It may be unreasonable to transfer a part-time flexible from a distant station to the main office for one or two hours work when traveling would have consumed most of that time.