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UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, SW  
Washington, DC 20260  
May 31, 1983

JUN 1 1983

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

ARTICLE	7
SECTION	
SUBJECT	Crew Craft

Re: Class Action  
Allentown, PA 18101  
H1C-2B-C 5148

Dear Mr. Anderson:

On March 8, 1982, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented as well as the applicable contractual provisions have been reviewed and given careful consideration.

The question in this grievance involves whether management in this local office may use employees in other crafts who have less than 40 hours for the week to work in the clerk craft to keep down the use of overtime in that craft. This occurs after clerk craft employees have received 40 hours.

Based upon application of Arbitrator Bloch's award in H8C-2F-C 7406, and Arbitrator Mittenthal's award in H8C-2F-C-7406, management does not have unlimited discretion to schedule across craft lines merely to maximize efficient personnel usage. That management may be able to avoid overtime in one craft is not, by itself, contractually sound. It must be shown either that there was insufficient work for one craft or, alternatively, that work was exceptionally heavy in one occupational group and light, as well, in another.

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