



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Fax & First Class Mail Initiate National Dispute

July 12, 2011

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Mr. Doug Tulino
Vice President, Labor Relations
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Coordinator, Western Region

Re: APWU#HQTT20110345; PSE Position Descriptions in the Maintenance Craft

Dear Mr. Tulino:

In accordance with the provisions of Article 15, Section 2 and 4, of the Collective Bargaining Agreement, the American Postal Workers Union is initiating a Step 4 dispute regarding the issuance of Postal Support Employee (PSE) position descriptions in the Maintenance Craft.

It is the position of the Maintenance Craft, APWU, that no new Standard Position Description (SPD) need be issued as the PSE can simply be assigned to the existing SPD (albeit only to custodial in the case of the Maintenance Craft).

The Postal Service has issued instructions to the field regarding the SPD to be used when employing PSEs in the Maintenance Craft based on the 2010-2015 APWU/USPS collective bargaining agreement.

| Job ID | Occ Code | Job Title | PST | PSG | DesAct | Craft |
|--------------------|-----------|------------------------------------|-----|-----|--------------------|-------|
| MAINTENANCE | | | | | | |
| 21062945 | 2395-0001 | PSE CUSTODIAN | P4 | 4 | 866/867 868/869 | MN |
| 21062965 | 2395-0010 | PSE BUILDING MAINTENANCE CUSTODIAN | P4 | 5 | 866/867 868/869 | MN |
| 21062962 | 2395-0007 | PSE MAINTENANCE MECHANIC | P4 | 6 | 866/867 868/869 | MN |
| 21062961 | 2395-0006 | PSE MAINTENANCE SUPPORT CLERK | P4 | 6 | 866/867 868/869 | MN |
| 21062963 | 2395-0008 | PSE MAINTENANCE MECHANIC | P4 | 7 | 866/867 868/869 | MN |

The most recent group of SPDs included Maintenance Craft titles and occupational codes, as can be seen from page one, there were SPDs for positions other than custodian.

The parties did not bargain over employment of PSEs in other than the custodian position in the Maintenance Craft. The APWU raised issues during negotiations as to the use of PSEs in the Maintenance Craft and were consistently informed by Service representatives PSEs would be used for custodian positions. The Service never raised a concern or proposal regarding assignment of PSEs in the Maintenance Craft to other than custodian. The Service did specifically discuss with the Clerk and Motor Vehicle crafts the use of PSEs in those crafts, including which positions PSEs could be assigned to. The Service did discuss with the Maintenance Craft the use of PSE assignments and all discussions and proposals involved were limited to custodian assignments. PSE assignments in the Maintenance Craft are a mandatory subject of bargaining. It is unseemly, at best, for the Service to attempt to gain through the unilateral issuance of standard position descriptions that which they did not bargain for.

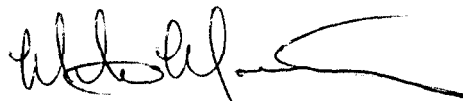
Notwithstanding the Union's position on the improper issuance of all the PSE SPDs, the USPS should immediately withdraw, annul, quash, void or otherwise rescind the SPDs shown above and employ or designate PSEs only to existing custodian SPDs (i.e. –Laborer, Custodial, level 4, occ code 3503-02xx and Custodian, level 3, occ code 3566-04xx) with the assignment of work to these employees in the same manner as for career custodians.

The APWU also objects to the inclusion of the paragraph, "PSE positions may perform a variety of duties in addition to the position described in one or more of the following craft areas, to support day to day operations of the USPS: mail processing, retail/customer services, maintenance, and motor vehicle." A PSE cannot be assigned to a different position, duty assignment or bargaining unit (craft) except in compliance with the CBA, particularly Article 7. As with the issue of assigning Maintenance Craft PSEs to non-custodial positions, the matter of assigning such an employee across craft lines or occupational groups was never discussed nor bargained for by the Service with the Maintenance Craft.

Finally, the APWU also objects to the occupational code given as it is not the correct code and should be in the 35 series for custodian. The column 'DesAct' is also inaccurate and should just list 866. It makes no sense that a PSE Custodian could be hired with any other DesAct.

Please contact Steve Raymer, case officer, to discuss this dispute at a mutually agreeable time.

Sincerely,



Mike Morris, Director
Industrial Relations

MM:bw
OPEIU #2
AFL-CIO