

## LABOR RELATIONS



August 7, 2015

Mr. Mark Dimondstein  
President  
American Postal Workers  
Union, AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4128

**Certified Mail Tracking Number:  
7013 3020 0002 3617 6195**

Dear Mr. Dimondstein:

This replaces and supersedes our June 1 letter regarding the craft determination for operation of the Small Parcel Sorting System (SPSS). After further review and consideration of the equipment operation, arbitral history and prior jurisdictional craft determinations, and again carefully considering the input from the American Postal Workers Union, AFL-CIO and the National Postal Mail Handlers Union, and applying the principles of RI-399, the Postal Service has determined that a modification to the June 1 SPSS craft determination is necessary.

We have determined that the hands-on induction, including the singulating/separating and facing of individual packages, on the five induction stations of the SPSS is similar to the induction stations on both the Small Parcel Bundle Sorter (SPBS) and the Automated Package Processing System (APBS), which are staffed with mail processing clerk craft employees.

The primary craft designation for the performance of duties for operation of the SPSS is as follows:

- |  |                    |
|--|--------------------|
| 1. Retrieval of packages from a staging area   | Mail Handler Craft |
| 2. Operating a container dumper and dumping packages onto incline belt               | Mail Handler Craft |
| 3. Singulating/separating packages & facing/feeding packages onto induction belt     | Clerk Craft        |
| 4. *Sweeping packages (removing full containers and replacing with empty containers) | Mail Handler Craft |
| 5. Transporting full containers to a staging area                                    | Mail Handler Craft |

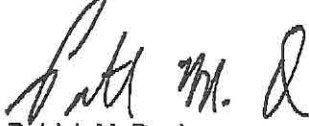
\*Clerk craft employees assigned to the induction stations will do so before rotating to other duties. Clerk craft employees who rotate to another work assignment will perform sweeping duties on the SPSS. Personnel assigned to perform sweeping duties in addition to the minimum number required to implement the subject rotation system will be from the primary craft (mail handler).

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The actual number of employees required to perform duties associated with the SPSS at any time will be determined by management based on local configuration and operational needs. In the test sites where the SPSS is already in operation, assignment of the appropriate craft in accordance with this determination will be made as expeditiously as possible, but no later than 90 days from the date of this letter.

If you have any questions or concerns, please contact Rickey Dean at extension 7412.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick M. Devine". The signature is written in a cursive style with a large initial "P" and a long, sweeping underline.

Patrick M. Devine  
Manager  
Contract Administration (APWU)