

UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW  
Washington, DC 20260

November 3, 1983

ARTICLE	8
SECTION	5
SUBJECT	SKILLS

Mr. James I. Adams  
Assistant Director  
Maintenance Division  
American Postal Workers  
Union, AFL-CIO  
817 14th Street, N. W.  
Washington, D.C. 20005-3399

Re: Class Action  
Columbus, GA 31908  
R1C-3D-C 22205

Dear Mr. Adams:

On September 9, 1983, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The grievance concerns the alleged continual use of a nonqualified employee to work the SPLSM in this local office. The union contends that qualified operators are being denied overtime.

It is the position of the Postal Service that continual use of a nonqualified employee to the exclusion of a qualified employee and to the point that such use becomes normal is not the intent of the parties. An employee who has failed in a machine training program is not qualified for the machine involved.

However, on occasion, when there are not enough qualified operators available at the time needed, former machine operators, trainees, or nonqualified employees with some necessary skill may be used.

To the extent discussed above, we find no violation of the National Agreement.