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American Postal Workers Union  
AFL-CIO  
James W. (Jim) Lingberg



UNITED STATES POSTAL SERVICE  
Labor Relations Department  
475 L'Enfant Plaza, SW  
Washington, DC 20260-4100

ARTICLE	34
SECTION	
SUBJECT	
GOALS	
PARCEL	MEYER

Mr. Jim Lingberg  
National Representative-at-Large  
Maintenance Craft Division  
American Postal Workers  
Union, AFL-CIO  
1300 L Street, N.W.  
Washington, DC 20005-4107

FEB 5 1988

Re: D. Richardson  
BMC Jacksonville, FL 32099  
H4C-3R-C 49136

Dear Mr. Lingberg:

On October 28, 1987, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether management violated Article 34 of the National Agreement.

The union contends that on January 28, 1987, the grievant's supervisor told him to "pick up the pace and key more" and to "key 1250 because that was their goal." It is the union's further contention that this constituted an attempt by management to set work standards by "calling it goals."

It is our position that no national interpretive issue involving the terms and conditions of the National Agreement is fairly presented in this case. However, inasmuch as the union did not agree, the following represents the decision of the Postal Service on the particular fact circumstances involved.

The evidence of record indicates that management at the Jacksonville Bulk Mail Facility informed the grievant of the unit goal for productivity which is an acceptable practice and is non-violative of the provisions of Article 34 of the National Agreement. Further, the union failed to establish that discipline was administered for failure to achieve unit goal.

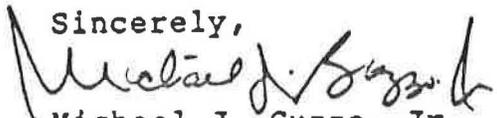
In a Step 4 settlement reached on August 10, 1983, case #H1C-1N-C 15983/15984, it was mutually agreed between the parties that:

Management may post the productivity goal for informational purposes only. No discipline shall be administered to an individual or group for not attaining the goal.

Based upon the above considerations, this grievance is denied.

Time limits were extended by mutual consent.

Sincerely,



Michael J. Guzzo, Jr.  
Grievance & Arbitration  
Division