



UNITED STATES POSTAL SERVICE
Labor Relations Department
475 L'Enfant Plaza, SW
Washington, DC 20250-4100

ARTICLE	37
SECTION	3F4
SUBJECT	VIRGIN OFFICE

Mr. Kenneth D. Wilson
Director, Clerk Craft Division
American Postal Workers
Union, AFL-CIO
1300 L Street, NW
Washington, DC 20005-4107

Dear Mr. Wilson:

After several deliberations, the last of which was on May 3, Anthony J. Vegliante met with you in prearbitration discussions regarding Cases H1C-5L-C-25472 and H1C-5L-C-22079. The issue in these grievances is the procedures for training present employees when technological, and/or mechanization/automation changes are initially made in an office.

During the discussion on May 3, it was mutually agreed that the following would represent full and complete settlement of these cases.

In accordance with provisions of Article 37, Section 4.C. and Article 4, Section 3 of the National Agreement, the parties agree that when technological, and/or mechanization/automation changes are initially made in an office, the following procedures for training present employees shall apply:

A) TEMPORARY POSTING

- 1) Post a list soliciting career full-time regular clerks by seniority from the impacted section to volunteer for training for the new program.
- 2) If the above does not at least equal the number of positions to be eventually posted, solicit for volunteers from all career employees and select by seniority for the training.
- 3) If quota still not filled, train PTFs by seniority who volunteer for training.

3) PERMANENT POSTING

- 1) When positions are permanently established, post the positions for full-time craft employees eligible to bid in accordance with the applicable provisions of Article 37, Section 3.F (3 and 4).
- 2) Additionally, management will provide concurrent training to the second senior bidder on each of the posted duty assignments. There are instances where the second senior bidder on an assignment has been designated while the senior bidder or second senior bidder on a different assignment is receiving training, at which time management will drop down to the next senior bidder not receiving training. A maximum of two employees will begin the training and deferment periods for each posted duty assignment.
- 3) If the senior bidder fails to qualify or withdraws, the second senior bidder shall continue in the training and deferment period.

Please sign and return the enclosed copy of this letter acknowledging your agreement with this settlement withdrawing H1C-5L-C-25472/H1C-5L-C-22079 from the pending national arbitration listing.

Anthony J. Vigilante
 Anthony J. Vigilante
 General Manager
 Programs and Policies
 Division
 Office of Contract
 Administration

Kenneth Wilson
 Kenneth Wilson
 Director
 Clerk Craft Division
 Industrial Relations
 American Postal Workers
 Union, APL-CIO

6-7-89
 (Date)

Enclosure