



UNITED STATES POSTAL SERVICE
475 L'Enfant Plaza, SW
Washington, DC 20260

October 25, 1983



Mr. Wallace Baldwin, Jr.
Assistant Director
Clerk Division
American Postal Workers
Union, AFL-CIO
817 14th Street, N.W.
Washington, D.C. 20005-3399

ARTICLE	37.3
SECTION	4 A3
SUBJECT	HR R-3
	Reprints

art-37

Re: D. Reese/S. Barringer
Indianapolis, IN 46206
H1C-4G-C 16643/16645

Dear Mr. Baldwin:

On October 11, 1983, we met to discuss the above-captioned grievances at the fourth step of our contractual grievance procedure.

The question in these grievances is whether management violated Article 37 of the National Agreement by temporarily assigning the grievants to non-machine distribution and replacing them with part-time flexible employees. The grievants were full-time regular clerks.

On the dates in question, the grievants were found to have excessive error rates after two R-3 reports were run on their tours. When the second check showed that the excessive rate continued, management assigned the grievants to non-machine work. According to local management, the temporary changes were made in an effort to relieve the employees and increase their efficiency. Management also stated that individual performance records were not adversely effected by the action taken.

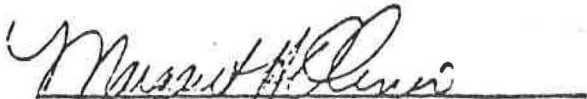
During our discussion, we agreed that, as provided in Article 37.3.F.12, normally, the successful bidder shall work the duty assignment as posted and shall not be displaced by a junior employee. We also agreed that considering all the circumstances in these two cases, no further action is necessary. Accordingly, we agreed to close the cases.

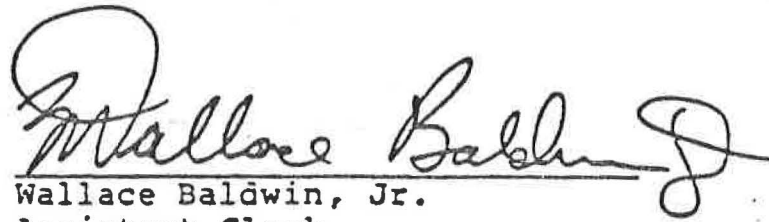
Mr. Wallace Baldwin, Jr.

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Please sign and return the enclosed copy of this letter as acknowledgment of your agreement to close the cases.

Sincerely,


Margaret H. Oliver
Labor Relations Department


Wallace Baldwin, Jr.
Assistant Clerk
Clerk Division
American Postal Workers
AFL-CIO