



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

OCT 2 1980

ARTICLE	37
SECTION	3F-11
SUBJECT	PTF ON
	MACHINE

Mr. Don Johnson  
Administrative Vice President, Clerk Craft  
American Postal Workers Union, AFL-CIO  
817 - 14th Street, NW  
Washington, DC 20005

Re: J. Spears  
No. Suburban Fac., IL  
A8-C-0830/C8C4AC17161  
APWU - 0830

Dear Mr. Johnson:

On September 18, 1980, we met with you to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented by you as well as the applicable contractual provisions have been reviewed and given careful consideration.

The issue in this grievance is whether or not management violates Article 37, Section 3F(11) of the National Agreement by placing Part-Time Flexible Letter Sorting Machine Operators in rotation with full-time employees. The Union alleges that this procedure entails "bumping".

It is our position that placing Part-Time Flexible Letter Sorting Machine Operators into crews with regular LSM Operators is not precluded by the terms of the National Agreement. It would be unreasonable to place all the part-time flexibles on the same crew or to separate the part-time flexibles from the regulars when it is necessary to rotate the crew.

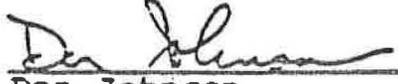
Placement of the part-time flexibles on crews not only enhances their training, but assures that they receive the appropriate amount of time on the machines in accord with FLSA guidelines. We do not feel that the procedure described fits the contractual definition of "bumping."

Notwithstanding our position stated above, we agree, as did the official at Step 2, that "it is not the intention of management that part-time flexible keyers be used to the detriment of our full-time keyers."

If you concur with our position, please sign the attached copy of this letter as your acknowledgment of agreement to resolve this grievance.

Sincerely,

  
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Robert L. Eugene  
Labor Relations Department

  
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Don Johnson  
Administrative Vice President,  
Clerk Craft  
American Postal Workers Union,  
AFL-CIO