



# American Postal Workers Union. AFL-CIO

1175 L'Enfant Plaza, S.W. Washington, D.C. 20005 • (202) 842-4250

MOE BILLER  
President

February 15, 1984

James C. Gildea  
Assistant Postmaster General  
Labor Relations Department  
United States Postal Service  
475 L'Enfant Plaza, S.W.  
Washington, D.C. 20260

Dear Mr. Gildea:

This is in further response to the issue of my letter dated January 10, 1984 in which I raised an interpretive question. Your undated response does not address the interpretive issue of whether the Postal Service interprets provisions of the 1981 National Agreement as permitting the use of Rural Carriers in the performance of work normally assigned to crafts represented by our union.

The fact circumstances involved in the Conifer, Colorado office are not despositive of the primary question.

Please respond as to the employer's interpretation. William Burrus of my staff may be contacted for further discussion.

Sincerely,  
*Moe Biller*  
Moe Biller,  
President

MB:WB:mc

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

Mr. Moe Biller  
President  
American Postal Workers  
Union, AFL-CIO  
817 14th Street, N.W.  
Washington, D.C. 20005-3399

Dear Mr. Biller:

This is in further response to your letter of January 10 concerning cross-craft assignments at the Conifer, Colorado, Post Office.

For your information, there are eleven bargaining-unit employees assigned to that office, three part-time flexible clerks, four regular rural carriers and four rural carrier relief employees.

The Labor Relations Department investigated the union's assertion that cross-craft assignments are occurring at the Conifer Post Office and found that this was not the situation there. Rural carriers are not performing work that is normally performed by clerk craft employees. We did find that during the peak mailing period of Christmas 1983, local management permitted rural carriers to withdraw mail for their routes from distribution cases. We consider the length of time required to withdraw that mail as being insignificant. Furthermore, that situation has not recurred.

Should you require additional information, please let me know and specify the office(s) by name.

Sincerely,

James C. Gildea  
Assistant Postmaster General  
Labor Relations Department

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FEB 14 1984

OFFICE OF  
PRESIDENT



# American Postal Workers Union. AFL-CIO

877 Fourteenth Street, N.W. Washington, D.C. 20005 • (202) 642-4200

January 10, 1984

MOE BILLIE  
President

James Gildea  
Assistant Postmaster General  
Labor Relations Department  
United States Postal Service  
Washington, D.C. 20260

Dear Mr. Gildea:

During the 1981 national negotiations USPS and APWU/NALC in joint bargaining reached agreement on a Memorandum of Understanding providing for cross craft assignments consistent with Articles 7, 12 and 13. This Memorandum specifically continued the practice existing among the six crafts under the 1978 National Agreement.

The Rural Letter Carriers are not included in the referenced six crafts and are not covered under the provisions of Article 7 governing cross-craft assignments. Information received from Conifer, Co. and other small post offices where hours for clerical PTF's are limited indicates that such hours are being supplemented by Rural Letter Carriers.

The union interprets the above cited provisions as excluding Rural Letter Carriers and thereby they are prohibited from performing work normally assigned to crafts represented by our union.

Please respond as to the employers interpretation. William Burrus of my staff may be contacted for further discussions.

Sincerely,

*Mo Billie*  
Mo Billie

President

MB:WB:mc

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UNITED STATES POSTAL SERVICE  
 Labor Relations Department  
 475 L'Enfant Plaza, SW  
 Washington, DC 20260-4100  
 October 19, 1989

Mr. William Burrus  
 Executive Vice President  
 American Postal Workers  
 Union, AFL-CIO  
 1300 L Street, NW  
 Washington, DC 20005-4128

Dear Mr. Burrus:

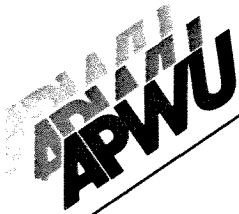
This is in further response to your August 25 letter concerning the subject of secondary casual appointments.

The "ORPES" report is being revised to include the rural carrier relief and/or postmaster replacements. In the future, these reports will be forwarded to the American Postal Workers Union (AFL-CIO) on an accounting period basis.

If there are any further questions, please contact Peter Sgro of my staff at 268-3824.

Sincerely,

Anthony J. Vegliante  
 General Manager  
 Programs and Policies Division



# American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

August 25, 1989

**William Burrus**  
Executive Vice President  
(202) 842-4246

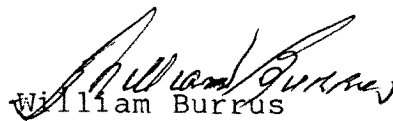
Dear Mr. Vegliante:

This is a continuation of our discussions on the subject of secondary casual appointments.

Pursuant to your commitment that "an employee hired as a rural carrier relief (and postmaster relief) who receives a secondary appointment as a clerk casual.....would be counted in the 5 percent allotment," I shall need verification of the number of casuals on-the-rolls within the APWU/NALC bargaining units.

It is my understanding that the numbers reported on the "ORPS" report do not include the rural carrier relief or postmaster replacements. Furthermore, I am advised that the "Multiple Segments Employee Master Report" does contain the needed information. We therefore request this report be provided to the Union on an accounting basis and that we receive a summary or copy of the reports for the past year.

Sincerely,

  
William Burrus  
Executive Vice President

Anthony Vegliante  
Programs and Policies  
U.S. Postal Service  
475 L'Enfant Plaza, SW  
Washington, DC 20260-41000

WB:rb

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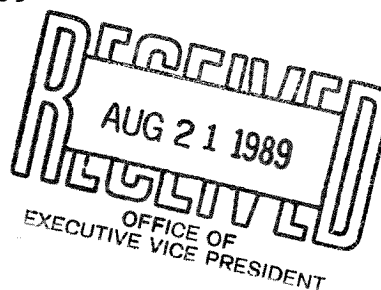
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Southern Region

Raydell R. Moore  
Western Region



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

August 16, 1989



Mr. William Burrus  
Executive Vice President  
American Postal Workers  
Union, AFL-CIO  
1300 L Street, NW  
Washington, DC 20005

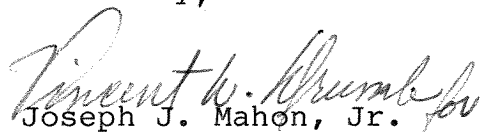
Dear Bill:

This is in reference to your letter dated July 13 regarding dual appointments.

Employees who have secondary appointments as casual employees are tracked according to their Designation Activity Code (Des/Act) from the date they receive secondary appointments as casuals. For example, an employee hired as a rural carrier relief who receives a secondary appointment as a clerk casual (Des/Act 61-0) would be counted in the 5 percent allotment. Employees in this category are counted as casuals even when they are not working in the craft which corresponds with their Des/Act.

I trust this clarifies any misunderstanding on this issue. If you have any other questions, please contact Raymond J. Sorgi of my staff at 268-3823.

Sincerely,

  
Joseph J. Mahon, Jr.  
Assistant Postmaster General