



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Greg Bell, Director
Industrial Relations
1300 L Street, NW
Washington, DC 20005
(202) 842-4273 (Office)
(202) 371-0992 (Fax)

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Via Facsimile and First Class Mail

Mr. Doug A. Tulino, Vice President
Labor Relations
The United States Postal Service
475 L'Enfant Plaza SW, Room 9014
Washington, DC 20260-4100

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Dear Mr. Tulino:

I am writing to seek your assistance and to determine whether there is a disagreement between the parties regarding Article 12.5.C.5.a (4) (or similar provisions) of the National Agreement, and applicable provisions of handbooks and manuals, concerning reassignment of APWU bargaining-unit employees to other craft's vacant assignments. It has been called to my attention that clerk craft employees may have been improperly reassigned to city letter carrier positions for which they did not meet the minimum qualifications, and may have been subsequently disciplined for failing to meet those qualifications.

As you know, an individual (career and non-career) must first pass the "Initial Road Test" (Examination 804) *prior* to being hired (non-career) or reassigned (career) to a rural or city carrier position. An eligible rating indicates that an individual has demonstrated that he or she has the minimum, basic driving skills expected and required in order to be hired or reassigned to such positions. In other words, APWU bargaining unit employees who do not meet the minimum qualification (*Initial Road Test*) for city letter carrier positions are ineligible and therefore may not be reassigned to city letter positions. (*See Handbook EL -312, Section 517.6*)

Furthermore, pursuant to Article 12.5.C.5.a (4) APWU bargaining unit employees may not be reassigned to letter carriers positions unless such employees meet the minimum qualifications for carrier positions prior to being reassigned. For example, Article 12.5.C.5.a (4) in relevant part, provides "...*make reassignments of excess full-time employees who meet the minimum qualifications for vacant assignments in other crafts...*"¹

This issue is of great concern to the APWU because it has also been called to my attention that clerks are being reassigned into letter carrier positions and

¹ Similar provisions can be found in Article 12.5.C.1.c; Article 12.5.C.1.e; Article 12.5.C.5.b.(1); and Article 12.5.C.5.b.(2).

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being told they will be subject to removal if they fail to pass the driving test. After being reassigned, they are then required to take the driving test in order to demonstrate the minimum qualification for driving skills required for carrier positions.

It is the APWU's position that an employee reassigned into the carrier craft must have passed the driving test (minimum qualifications) prior to being reassigned. Reassigning an employee into a letter carrier position who has not met the minimum qualification, and separating an employee from employment for such disqualification, is improper and violates applicable provisions of the parties' collective bargaining agreement.

It is requested that corrective action be taken as soon as possible to inform appropriate postal officials that APWU bargaining-unit employees must first pass the driving test (minimum qualifications) prior to being reassigned into a letter carrier position. It is also requested that any APWU bargaining-unit employee who was adversely affected by being reassigned to letter carrier positions prior to meeting the minimum qualification (driving test) be placed back into the APWU bargaining unit. The APWU also requests confirmation of what corrective action the Postal Service has taken.

If the Postal Service disagrees that an APWU bargaining-unit employee who does not meet the minimum qualifications (passed the driving test) for a letter carrier position is ineligible and therefore may not be reassigned to such position, it is requested that the Postal Service explain its position, and provide any supporting postal regulations or contractual provisions.

Your immediate response would be greatly appreciated.

Sincerely,


Greg Bell, Director
Industrial Relations

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