



June 7, 2006

Mr. Greg Bell  
Director, Industrial Relations  
American Postal Workers  
Union, AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4128

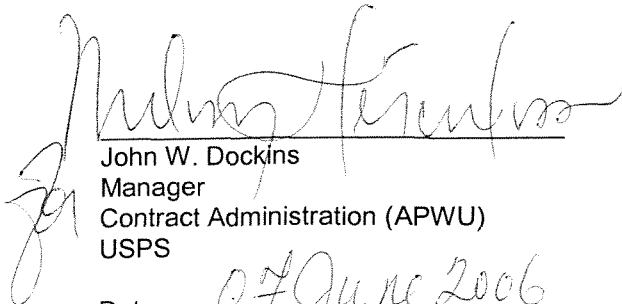
RE: Q00C-4Q-C 05027011  
Washington, DC 20260-4100

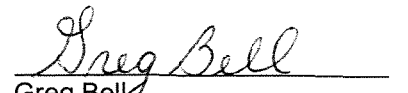
The issue in this dispute is whether the *draft* Staffing and Grade Criteria Handbook dated July 1986, utilized in field personnel offices as a staffing or reference guide to assist management in staffing determinations, has the force and effect of handbooks, manuals and published regulations pursuant to Article 19 of the National Agreement.

After reviewing this matter, the parties agree to the following:

- No national interpretive issue is fairly presented in this case.
- In accordance with Article 19, handbooks, manuals and published regulations that directly relate to wages, hours or working conditions may be promulgated by the Postal Service, as long as they are not inconsistent with the National Agreement and are fair, reasonable, and equitable.
- The *draft* Staffing and Grade Criteria handbook, which is the subject of the instant dispute, is not a handbook, manual or published regulations with the force and effect pursuant to Article 19.
- The *draft* Staffing and Grade handbook, which is the subject of the instant dispute, was intended as a quick reference guide to assist management in staffing determinations but was never officially implemented.

Please sign and return the enclosed copy of this decision as your acknowledgment of the agreement to settle the above-listed grievance and to remove it from the pending national Step 4 listing.

  
John W. Dockins  
Manager  
Contract Administration (APWU)  
USPS  
Date: 07 June 2006

  
Greg Bell  
Director, Industrial Relations  
American Postal Workers Union,  
AFL-CIO  
Date: June 7, 2006