

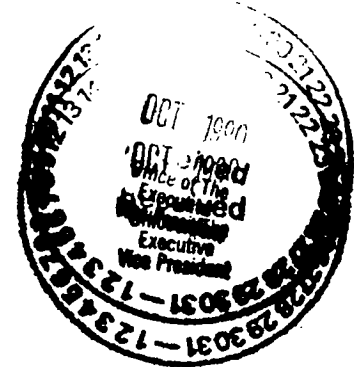


UNITED STATES POSTAL SERVICE  
ROOM 9014  
475 L'ENFANT PLAZA SW  
WASHINGTON DC 20260-4100  
TEL (202) 268-3816  
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JOSEPH J MAHON JR  
Assistant Postmaster General  
Labor Relations Department

October 16, 1990



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

Dear Mr. Burrus:

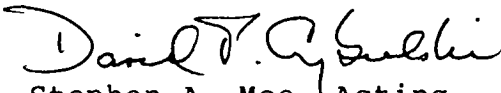
This letter is in response to your September 28 correspondence regarding whether postmaster relief employees are authorized to work when the postmasters who they are to replace are also working.

It is the position of the Postal Service that Section 123.4 of the Administrative Support Manual controls the assignment of a postmaster relief.

Additionally, Section 419.141 of the Employee and Labor Relations Manual defines the postmaster relief as "a non-career hourly rate employee who performs as a relief or leave replacement during the absence of a postmaster in an EAS-15 or below office."

Should there be any questions concerning this matter, please contact Stan Urban of my staff at 268-3842.

Sincerely,

*for*   
Stephen A. Moe, Acting  
Assistant Postmaster General





# American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

September 28, 1990

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

Dear Mr. Mahon:

This letter is in further reference to the issue raised in my earlier correspondence of August 21, 1990 to which you responded on September 10, 1990.

It is evident by your response that you did not fully comprehend my inquiry. The question is not one of the authority to employ "Postmaster Relief Employees" for the replacement of absent postmasters, but whether postmaster relief employees are authorized to work when the postmasters who they are to replace are also working.

A review of Section 123.4 of the Administrative Support Manual confirms that such relief employees are intended to replace "absent" postmasters and may not be employed except during such period of a postmaster's absence.

I await your response.

Sincerely,

**William Burrus**  
Executive Vice President

**Joseph J. Mahon Jr.**  
Asst. Postmaster General  
U.S. Postal Service  
475 L'Enfant Plaza, SW  
Washington, DC 20260-4100

WB:rb

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JOSEPH J MAHON JR  
Assistant Postmaster General  
Labor Relations Department

September 10, 1990



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

Dear Mr. Burrus:

This letter is in response to your correspondence of August 21 regarding the use of postmasters or postmaster relief employees to replace career clerical employees who retire.

We are unaware of any instructions being issued by the Nashville Division to replace bargaining unit employees with either postmasters or postmaster relief employees.

However, as you know, the Postal Service conducts operational reviews to determine the proper clerical workload and authorized employee positions for each associate office. These reviews determine the authorized clerk hours for each office.

It is the position of the Postal Service that Section 123.4 of the Administrative Support Manual controls the assignment of a postmaster relief.

Additionally, the Standard Position Description for postmasters, in all offices without an assigned career clerk, provides for the postmaster to handle window transactions and perform distribution tasks and/or operate the entire postal facility. Therefore, temporary employees may perform bargaining unit work in those instances where the work would otherwise be appropriately performed by nonbargaining unit employees. Specifically, temporary employees shall perform bargaining unit work in those instances where the temporary employee is replacing a nonbargaining unit employee who would otherwise perform the disputed duties.



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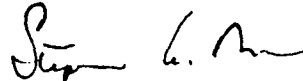
Mr. Burrus

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It should be noted that postmaster replacements have been performing these duties from prior to 1972 up to the present time.

Should there be any questions concerning this matter, please contact Stan Urban of my staff at 268-3842.

Sincerely,



Stephen A. Moe, Acting  
Assistant Postmaster General



# American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

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

August 21, 1990

Dear Mr. Mahon:

I have received information that the Nashville, Tennessee Division has issued instructions that as bargaining unit employees retire in offices with less than 100 employees (Art 1, Sec 6B) their positions are to be replaced with postmaster relief.

Please reply as to whether it is the position of the employer that bargaining unit employees can be replaced with postmasters or postmaster relief employees to perform the same functions.

Sincerely,

  
William Burrus  
Executive Vice President

Joseph J. Mahon Jr.  
Asst. Postmaster General  
U.S. Postal Service  
475 L'Enfant Plaza, SW  
Washington, DC 20260-4100

WB:rb

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