



Mr. James P. McCarthy
Director, Clerk Division
American Postal Workers Union,
AFL-CIO
1300 L Street, NW
Washington, DC 20005-4128

Re: H4C-4J-C 25462
Milwaukee, WI 53201-9999
(and 21 additional cases-
see attached detailed listing)

Dear Mr. McCarthy:

Recently, we met to discuss the above-captioned grievances, which are currently pending at the national level.

The issue in these grievances involves staffing on OCR, BCS, and/or DBCS machines.

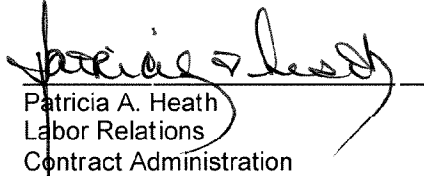
After reviewing this matter and considerable discussions, the parties mutually agreed to the following, to be applied to these cases only on a prospective basis:

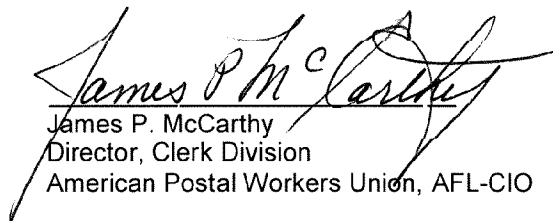
Normal staffing for the OCR, BCS and/or DBCS will be two Mail Processing Clerks to perform the loading, feeding and sweeping functions.

Accordingly, we agreed to remand these cases to the parties at Step 3 for prospective application of the above agreement.

Please sign and return the enclosed copy of this decision as your acknowledgement of agreement to remand these cases.

Sincerely,


Patricia A. Heath
Labor Relations
Contract Administration


James P. McCarthy
Director, Clerk Division
American Postal Workers Union, AFL-CIO

Date: 12/11/03

H4C-4J-C 25462
(GATS J84C-4J-C 87040693)
H4C-4J-C 25463
(GATS J84C-4J-C 87040694)
H4C-4J-C 25464
(GATS J84C-4J-C 87040695)
H4C-4J-C 25465
(GATS J84C-4J-C 87040696)
H4C-4J-C 25466
(GATS J84C-4J-C 87040697)
H4C-4J-C 25467
(GATS J84C-4J-C 87040698)
H4C-4J-C 26248
(GATS J84C-4J-C 87040702)
H4C-4J-C 26250
(GATS J84C-4J-C 87040703)
H4C-4J-C 26251
(GATS J84C-4J-C 87040704)
H4C-4J-C 26252
(GATS J84C-4J-C 87040705)
H4C-4J-C 26575
(GATS J84C-4J-C 76011739)
H4C-4J-C 32906
(GATS J84C-4J-C 87040676)
Class Actions
Milwaukee, WI 53201

H4C-3W-C 34418
J. Acevedo
(GATS H84C-4H-C 86021943)
H4C-3W-C 34419
L. Marrero
(GATS H84C-4H-C 86021944)
Tampa, FL 33630-9998

H90C-1H-C 95040473
S. Wilson
Fort Lauderdale, FL 33310-9998

H90C-1H-C 95040680
N. Zawackis
Fort Lauderdale, FL 33310-9998

H4C-3A-C 48553
(GATS G84C-1G-C 87028134)
S. Davis
Fort Worth, TX 76101-9998

G94C-1G-C 97101768
G94C-1G-C 97101770
Class Actions
Corpus Christi, TX 78469-9998

H4C-5K-C 7392
(GATS F84C-4F-C 85019810)
Class Action
Phoenix, AZ 85026-9998

H4C-5G-C 16659
(GATS F84C-4F-C 86029735)
Class Action
Santa Ana, CA 92799-9998

E94C-4E-C 97104727
Class Action
Apache Junction, AZ 85220-9998

Questions and answers relating to the settlement of case nos. H4C-4J-C 25462, et. al.

Question: Does the settlement mean that there must always be two Mail Processing Clerks assigned to the OCR, BCS, and/or DBCS?

Answer: No, that is the normal staffing.

Question: Would it be a violation if there was only one clerk working on the OCR, BCS, and/or DBCS at the start of the run?

Answer: No. There may not be a need for two Mail Processing Clerks at start up or close out.

Question: Would it be a violation if there was only one clerk working on the OCR, BCS or DBCS because of the limited volume for that sort program?

Answer: Once again, the "normal" staffing is two Mail Processing Clerks, but there may be circumstances where the staffing is reduced.

Question: Would low volume zone runs be an example?

Answer: Yes, if the volume available for a DPS zone is such that there is no or minimal sweeping activity required during the run, one operator may be sufficient. One operator may also be sufficient if the volume is such that one operator can load, then sweep before the bins fill up, and then return to loading.

Note to Area: This settlement addresses minimum staffing, and is not intended to impact those offices where there have been agreements involving more than two operators per machine (due to unique rotations or other local factors).