



UNITED STATES POSTAL SERVICE

475 L'Enfant Plaza, SW
Washington, DC 20260

April 6, 1982

Mr. Joseph H. Johnson, Jr.
Director, City Delivery
National Association of Letter Carriers,
AFL-CIO
100 Indiana Avenue, NW
Washington, DC 20001

RE: Branch
La Mirada, CA 90638
H1N-5B-C- 1267

Dear Mr. Johnson:

On March 18, 1982, we met to discuss the above-captioned grievance at the fourth step of the contractual grievance procedure as set forth in Article 15, Section 2, of the National Agreement.

The dispute at issue in the instant grievance is whether local management is properly establishing and administering route reference volumes.

After further review of the matter, we mutually agreed that there was no National interpretive issue fairly presented as to the meaning and intent of Article 19 of the National Agreement, and more specifically Handbook M-39, since the original Headquarters Instructions states that reference volume can be created in the following several ways:

1. "You can add the linear volumes recorded on the Forms 3921 for six day route inspection period and average them by dividing by six. This must be done for each route in the unit. (NOTE: This excludes all sequenced mail.)
2. You can take the average piece volumes from the Forms 1840, exclude sequence mail, and divide them by conversion factor to produce linear equivalents. The conversion factors can be locally sampled and developed or can be 250 pieces per foot for mixed letter size and 115 pieces per foot for flats.

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3. You can randomly select a number of weeks (i.e., 6 or 8) from Forms 3921, add them together, and average them by dividing by the appropriate number of days. (NOTE: This excludes all sequenced.)"

Item 2 above precludes application of a uniformly increased percentage factor arrived at by other than "locally sampled." Reference volumes do not constitute the sole basis for determining a carrier's leaving time.

If the necessity arises to update reference volumes, the circumstances that prompted that change should be explained to the carrier or carriers involved. ✓

Accordingly, as we further agreed, this case is hereby remanded to Step 3 for further development and consideration if necessary by the parties.

Time limits were extended by mutual consent.

Please sign and return a copy of this decision as acknowledgment of agreement to remand this grievance.

Sincerely,

Harvey White

Harvey White
Labor Relations Department

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