

UNITED STATES  
POSTAL SERVICE

Certified#

April 5, 2004

Mr. Robert Kessler  
National Business Agent - APWU  
1001 East 101<sup>st</sup> Terrace, Suite 390  
Kansas City, MO 64131

E98C-1E-C 01230112 HAW  
12-Jun-03  
CLASS ACTION  
116938  
DES MOINES P&DC

Decision: REMANDED

Dear Mr. Kessler,

You and I discussed the above-captioned Step-3 grievance on January 20, 2004.

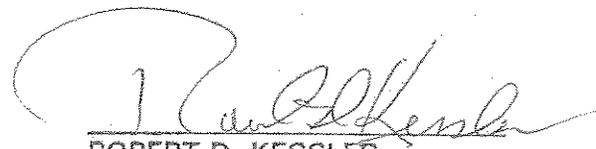
The question in this grievance involves the utilization of employees from other sections to work in the Incoming Section.

After a full review of the information and arguments submitted by the representatives at Step 2, the decision was made to remand the grievance as follows:

The parties are in agreement that former employees of the section can be utilized, however, that should be as a last resort. The OTDL within the section should be exhausted to the extent possible prior to aforementioned utilization, provided that the task for the unit can be accomplished within the window of operation accordingly, and within those parameters, the parties agree that this grievance is remanded for local union and management to meet and decide whether a violation(s) occurred and to impose a remedy if appropriate.

Based upon the aforementioned, this grievance is **REMANDED**.

  
MARK D. MORELAND  
Labor Relations Specialist  
Western Area

  
ROBERT D. KESSLER  
National Business Agent  
APWU

CC: Hawkeye District  
Western Area Grievance Processing Center