



Certified#

April 5, 2004

Mr. Robert Kessler
National Business Agent - APWU
1001 East 101st 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.

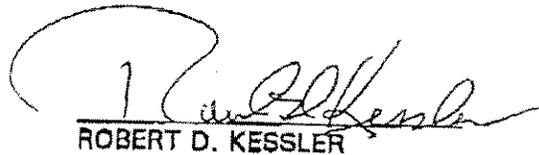
The question in this grievance involves the utilization of employees from other sections to work in the Incoming Section.

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

2004 APR 12 10:10:23

APWU
HAWKEYE DISTRICT
DES MOINES

CC: Hawkeys District
Western Area Grievance Processing Center