

UNITED STATES POST OFFICE

DATE: February 25, 1985
OUR REF: JWL:llw
SUBJECT: Grievance Settlement

TO: Ron Krebs
Clerk Craft Director
DMI-APWU

RE: GRIEVANT: DMI-APWU
CASE NO.: 77-85-1433 & (1437)
RECEIVED: 2/17/85

The subject Step 2 grievance was discussed with you on February 20, 1985, in accordance with Article 15, Section 2, of the National Agreement. This letter will confirm our settlement of this grievance.

As a complete and final settlement of the subject grievance, and without prejudice to the position of either party in this or any other case, and with the understanding that neither party shall cite this settlement in any other grievance proceeding or any other forum, the following resolution has been arrived at between the parties:

When an employee has partially overcome a compensable disability, the USPS must make every effort toward assigning the employee to limited duty consistent with the employee's medically defined work limitation tolerances. In assigning such limited duty, the USPS should minimize any adverse or disruptive impact on the employee. The following considerations must be made in effecting such limited duty assignments:

- a. To the extent that there is adequate work available within the employee's work limitation tolerances; within the employee's craft; in the work facility to which the employee is regularly assigned; and during the hours when the employee regularly works; that work shall constitute the limited duty to which the employee is assigned.
- b. If adequate duties are not available within the employee's work limitation tolerances in the craft and work facility to which the employee is regularly assigned, within the employee's regular hours of duty, other work may be assigned within that facility.
- c. If adequate work is not available at the facility within the employee's regular hours of duty, work outside the employee's regular schedule may be assigned as limited duty. However, all reasonable efforts shall be made to assign the employee to limited duty within the employee's craft and to keep the hours of limited duty as close as possible to the employee's regular schedule.

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d. An employee may be assigned limited duty outside of the work facility to which the employee is normally assigned only if there is not adequate work available within the employee's work limitation tolerances at the employee's facility. In such instances, every effort will be made to assign the employee to work within the employee's craft, within the employee's regular schedule, and as near as possible to the regular work facility to which normally assigned.

This settlement represents the complete and final resolution of the subject grievance and all issues pertaining thereto.

Joseph W. Leahy, Jr. 2/27/85
Joseph W. Leahy, Jr. DATE
Labor Relations Representative

Ron Krebs 2/27/85
Ron Krebs DATE
Clerk Craft Director, DMI-APWU