



## American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Robert C. Pritchard  
Director  
Motor Vehicle Service Division  
1300 L Street, NW  
Washington, DC 20005  
(202) 842-4240 (Office)  
(202) 842-8517 (Fax)

October 4, 2007

Sent Certified Mail – Return Receipt (7006 0100 0007 0644 9891) and Faxed

Mr. John W. Dockins  
Contract Administration, Labor Relations  
United States Postal Service  
475 L'Enfant Plaza, Room 9146, SW  
Washington, DC 20260

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Southern Region

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Western Region

### Subject: 943 and 944 Examinations

Dear John,

Once again, I am writing to you because an issue that has long been resolved has returned, and instructions are being given to the field to ignore the previous understandings reached by the parties at the Headquarters level by Tim Currie, Fleet Management/Maintenance Specialist. My primary concern is that Mr. Currie has taken the position that if an employee has never passed the 940, they must pass both of the 943 and 944 tests or that employee is not qualified to be a Level 7 Technician. This is contrary to the agreements that we made with your representative and the representatives from Selection Evaluation and Recognition (SER). I have enclosed four documents; one letter from myself, dated January 4, 2007, two letters from your office (signed by Rodney Lambson), dated December 12, 2005 and January 18, 2006, as well as an e-mail from Tim Currie, dated October 3, 2007; all concerning the above mentioned subject.

In the letter dated December 12, 2006, the USPS has taken the position that employees applying for a Level 7 position will need to qualify with both the 943 and 944 written Exams. This is not in agreement with meetings we held with James Burling, and Liz Hepner of SER, Wayne Corey of Vehicle Operations, and Rodney Lambson of your staff.

I wrote a letter to you dated January 4, 2006, where I made corrections; your response, dated January 18 states, in a December 5 correspondence: "the Automotive Mechanic, PS 7, position was miss-characterized as Lead Automotive Technician, PS 7. The appropriate written test for the Automotive Mechanic, PS 7, position is the 943 Exam. The appropriate written exam for the Lead Automotive Mechanic Level 8 and 9 are the 943 and 944 Exams". Now, unfortunately, Mr. Lambson has used the word, 'Mechanic' in places where it should say

October 4, 2007

Page 2

'Technician'; however, it is clear that the 943 Exam is for the Level 6 and 7, and the 944 Exam is for the Level 8 and 9.

Again, Mr. Currie's mailing of correspondence communication of October 2, 2007 is incorrect, and contrary to previous agreements. I would appreciate it if this was corrected. Our people are being stopped from being promoted to Level 7 which is not consistent with the agreements reached between the APWU and the USPS.

Sincerely,

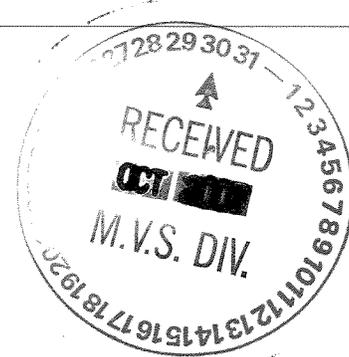


Robert C. Pritchard, Director  
Motor Vehicle Service Division

Enclosures:

1. 10-2-2007, e-mail from Tim Currie
2. 1-18-2006, letter from Rodney Lambson
3. 1-4-2006, letter from Robert Pritchard
4. 12-12-2005, letter from Rodney Lambson

RCP:yd/opeciu#2/afl-cio



October 25, 2007

Mr. Robert Pritchard  
 Director, MVS Division  
 American Postal Workers Union  
 1300 L Street NW  
 Washington DC 20005-4128

CERTIFIED MAIL NUMBER:  
 7001 2510 0008 2204 9700

Dear Bob:

I am responding to your October 4 letter related to examination standards for employees to qualify for the following positions:

- *Automotive Technician, (5823-0001), PS-07*
- *Lead Automotive Technician, (5823-0004), PS-08*
- *Lead Automotive Technician (AG), (5823-0005), PS-09*

Be advised that new qualification standards were established by Selection, Evaluation & Recognition (SER) for the position of Automotive Technician (5823-0001), PS-07, with a final implementation date of September 1, 2005. Therefore, beginning September 1, 2005, written Exams 943 and 944 were required to establish eligibility for the Automotive Technician (5823-0001), PS-07 position. Subsequently, effective May 5, 2005, Exams 943 and 944 were required to establish eligibility for Lead Automotive Technician (5823-0004), PS-08 and Lead Automotive Technician (AG) (5823-0005), PS-09. The new examination requirements made Exam 940 obsolete.

Additionally, Exam 943 has been a written test requirement for the Automotive Mechanic (5823-0006), PS-06, since October 1, 2002. Furthermore, Exam 941, the performance or bench test, is an examination requirement for automotive mechanic and technician positions, Levels 6 through 9.

In order to clarify, the following is a list of job titles and test requirements:

Position	Exam(s)
<i>Automotive Mechanic, PS-06</i>	<i>943 and 941</i>
<i>Automotive Technician, PS-07</i>	<i>943, 944, and 941</i>
<i>Lead Automotive Technician, PS-08</i>	<i>943, 944, and 941</i>
<i>Lead Automotive Technician, PS-09</i>	<i>943, 944, and 941</i>

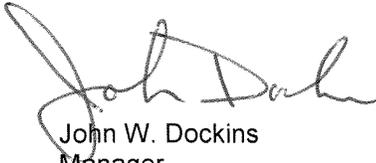
APWU Motor Vehicle Service (MVS) craft employees who have eligibility, have passed Exam 940, and have remained in the craft performing core duties related to functions of vehicle repair are deemed qualified on both Exam 943 and Exam 944.

APWU MVS craft employees who have eligibility on Exam 940, and who bid to positions outside the core function of vehicle repair maintain their examination status for a period of two years, after which their examination status expires.

Finally, two new series of Exam 944 were implemented June 4 of this year. This new series implementation had no impact on the previously established qualification standards.

If you have any further concerns regarding these matters, please contact Patrick M. Devine of my staff at (202) 268-5421.

Sincerely,

A handwritten signature in black ink, appearing to read "John Dockins". The signature is fluid and cursive, with the first name "John" being more prominent than the last name "Dockins".

John W. Dockins  
Manager  
Contract Administration (APWU)

**Smith, Robert 7 - Washington, DC**

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**From:** Currie, Timothy A - Washington, DC  
**Sent:** Tuesday, October 02, 2007 11:58 AM  
**To:** Schaffer, Larry - Galtheraburg, MD; Smith, Robert 7 - Washington, DC; Fossett, Toni V - Washington DC  
**Subject:** FW: Grievances on Level Grades  
**Importance:** High

Robert and Larry,

This letter is wrong, DO NOT FOLLOW the instructions stated in this letter.

The 940 (the old test) is actually equal to the 943 and 944 (the two new tests) combined.

The 943 is for new applicants for level 6 position.  
The 944 is for a level 6 apply to become a level 7.

If a mechanic passed the 940 and has remained in the MVS craft since passing the 940 or has been out of the MVS craft for a single time period of "less than" two years, then the employee is not required to re-take the new test (943 & 944).

However, if the employee has never passed the 940 (old test) or both 943 & 944 tests, then that employee is NOT qualified to be a level 7 technician.

Should you have any questions, PLEASE call prior to agreeing to any settlement.

Tim Currie  
Fleet Management/Maintenance Specialist  
HQ Vehicle Operations  
Washington, DC  
202-266-2861

-----Original Message-----

**From:** Schaffer, Larry - Galthersburg, MD  
**Sent:** Tuesday, October 02, 2007 10:04 AM  
**To:** Currie, Timothy A - Washington, DC  
**Subject:** FW: Grievances on Level Grades  
**Importance:** High

Fyi-interesting and scary.

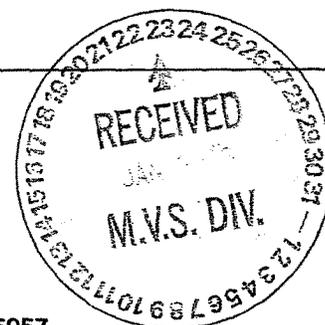
*Larry Schaffer*  
Vehicle Maintenance  
Programs Analyst  
Capital Metro Area  
301-548-6954

-----Original Message-----

**From:** Smith, Robert 7 - Washington, DC  
**Sent:** Monday, October 01, 2007 3:53 PM  
**To:** Fossett, Toni V - Washington DC  
**Cc:** Schaffer, Larry - Galthersburg, MD  
**Subject:** Grievances on Level Grades  
**Importance:** High

10/2/2007

LABOR RELATIONS



January 18, 2006

Mr. Robert C Pritchard  
Director, Motor Vehicle Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street NW  
Washington, DC 20005-4126

Certified Mail  
7002 0860 0006 9347 5957

Dear Bob:

This is in response to your January 4 correspondence to John Dockins, Manager Contract Administration (APWU) regarding my December 5 correspondence pertaining to the 940, 943, and 944 examinations. In your correspondence you seek further clarification of the issues agreed between the parties as it relates to the aforementioned written examinations.

In the December 5 correspondence the Automotive Mechanic PS-7 position was mischaracterized as Lead Automotive Technician PS-7. The appropriate written test for the Automotive Mechanic PS-7 position is the 943 exam. The Lead Automotive Mechanic PS-8 & PS-9 appropriate written tests are 943 and 944 exams.

The parties did agree that prior to the implementation of the 943 exam employees must then be qualified on the 940 exam to be considered qualified for the Automotive Technician PS-7, and Lead Automotive Mechanic PS-8 & PS-9 positions.

In the December 5 correspondence it was stated that *"It is also understood that test scores are valid for two (2) years even if the employee should leave and ultimately return to the craft within that time period."* This statement was intended and applies to those employees who leave the motor vehicle craft for other crafts and then decide to return to the motor vehicle craft. The parties agreed during meetings and discussions that as long as employees stayed within the motor vehicle craft their test scores would always remain valid and there would be no further need to retest in the future which is consistent with applicable postal manuals and guidelines and more specifically the EL-312 Handbook.

If you have additional concerns regarding this matter especially the clarification of the issues and understandings, please contact me at (202) 268-3827.

Sincerely,

  
Rodney J. Lambson  
Labor Relations Specialist  
Contract Administration (APWU)



## American Postal Workers Union, AFL-CIO

January 4 2006

Robert C. Pritchard  
Director  
Motor Vehicle Division

202.842.4240 (Office)  
202.289.3746 (Fax)

SENT CERTIFIED MAIL – RETURNED RECEIPT & VIA FAX 7099 3400 0011 8528 5183

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Secretary-Treasurer

Greg Bell  
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Director, Clerk Division

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Sharyn M. Stone  
Central Region

Jim Burke  
Eastern Region

Elizabeth "Liz" Powell  
Northeast Region

Frankie L. Sanders  
Southern Region

Omar M. Gonzalez  
Western Region

John Dockins, Manager  
Contract Administration, Labor Relations  
United States Postal Service  
475 L'Enfant Plaza, SW  
Washington, D.C. 20260

Dear Mr. Dockins:

This letter is in response to a letter I received from Rodney Lambson of your staff concerning the 940, 943, and 944 written examinations.

There are two errors which I believe Mr. Lambson in telephone conversations has acknowledged with Michael O. Foster, Assistant Director, Motor Vehicle Service Division.

In the second paragraph of Mr. Lambson's December 12, 2005 letter (copy enclosed), it states, "....the current written requirement for the Lead Automotive Technician PS-07 is the 943 examination" this should be the Automotive Technician PS-07, and not for the Lead Automotive Technician. Even though the Lead Automotive Technician must have taken the exam for the PS-07 Technician, the 944 Test is for the Lead Automotive Technician which is clearly stated in the fifth paragraph.

To make this clear, the Automotive Technician must pass the 943 written examination. The Lead Automotive Technician must pass the 943 and 944, and of course the 941 Bench Examination for all three positions.

However, during our discussions, we did in fact say that all those employees who have taken the 940 examination prior to the implementation of the 943 examination would be considered qualified for the Automotive Technician PS-07, the PS-08 and PS-09 Lead Automotive Technician positions. Also there is a problem with the sixth paragraph that states, "It is also understood that test scores are valid for two (2) years even if the employee should leave and ultimately return to the craft

Mr. John Dockins  
January 4 2006  
Page 2

within that time period". That on its face is true, but for those employees who stay within an occupational group who use those skills; those test scores are good indefinitely. In other words, if a person becomes a Lead Automotive Technician, their 940, 943 and 944 examinations, if that is what they were tested on, would still be considered valid as long as they remained in that position. The employee would not need to retake the 943 examination in order to return to a PS-07 position. This is clearly stated in the Handbook EL 312, Section 313.b. which states, "the employee holds a position requiring regular use of the skill or ability tested (e.g., typing), in which case the results are valid as long as the employee holds the job."

In addition, it was agreed by all parties that anyone who passed the 940, 941, 943 or 944 examinations and remained in the Motor Vehicle Craft would not have to retake, even after two years, any of these tests.

In light of the above, please acknowledge these corrections and provide the APWU with answers and/or documents as soon as possible because there is some confusion especially in the area of the duration of the test results so employees can get promotions and move within the appropriate occupational groups when jobs are posted.

Sincerely,



Robert C. Pritchard  
Director  
Motor Vehicle Service Division

RCP/ndh  
opeiu#2  
afl-cio

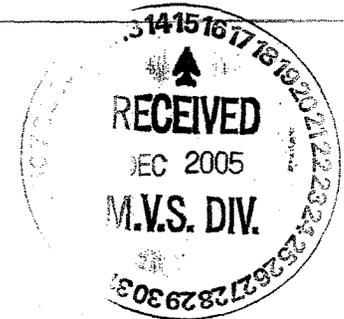
Enclosure



December 12, 2005

Mr. Robert C. Pritchard  
Director, Motor Vehicle Division  
American Postal Workers Union  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4128

Certified Mail Number  
7002 0860 0006 9346 6801



Dear Bob:

This is in response to your August 17 correspondence regarding our June 29<sup>th</sup> meeting on the 944 examination and the qualifications for Lead Automotive Technician PS-07, and the subsequent meeting to finalize our discussions. You and Mike Foster met with Liz Hepner and James Burling of Selection Evaluation and Recognition (SER), Wayne Corey, Vehicle Operations, and myself.

During the course of the June 29<sup>th</sup> and August 17<sup>th</sup> meetings the Postal Service informed you that as of 2003 the current written requirement for the Lead Automotive Technician PS-07 is the 943 examination. In addition to the written examination the employee must also qualify on exam 941 (Bench Test).

The parties agreed that employees who took the 940 exam prior to the implementation of the 943 exam would be deemed qualified and would not be required to requalify when applying for Level 7 Automotive Technician or Levels 8 and 9 Lead Automotive Technician Positions.

Employees now applying for Level 7 Lead Automotive Technician will need to qualify on written examination 944.

A review of Postal records indicated that of the 281 employees in the Level 6 occupational code, 92 qualified on the 940 exam. This means that the remaining 189 employees must take the 944 exam in order to qualify for the Level 7 Lead Automotive Technician, as well as qualify on the Bench Test and other requirement for the position.

It is also understood that test scores are valid for two (2) years even if the employee should leave and ultimately return to the craft within that time period.

With the implementation of the qualification standards for Lead Automotive Technician PS-07 and the subsequent protection that was afforded employees during the six month period after the qualification standards were implemented as stated in the Memorandum of Understanding on Mechanics Upgrade dated January 9, 2001, will conclude on January 31, 2006.

Sincerely,

  
Rodney Lambson  
Labor Relations Specialist  
Contract Administration (APWU)