

I N T E R P R E T A T I O N

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HIT-3A-C-2987
Fort Worth, Texas

WRITTEN EXAMINATION NOT CONTROLLING IN DETERMINING
QUALIFICATIONS FOR PROMOTION OR BEING PLACED ON PROMOTION
ELIGIBILITY REGISTER

Article 33,2.:

"...Written examinations shall not be controlling in
determining qualifications..."

The question raised in this grievance involves the grievants not being placed
on a Promotion Eligibility Register for two Postal Machine Mechanic vacancies.

The local Union avered management erred in awarding positions of Postal
Machine Mechanic to two junior mechanics instead of the grievant who had the
necessary training, experience and knowledge to fill the position. The local
Union further alleged management was using the written examination as the
controlling factor in determining qualifications and keeping the grievant's
name off of the Promotional Eligibility Register. The Union was of the
opinion that the grievant's name should be placed on the register in the
number one position based on this seniority.

Local management denied the grievance because the grievant failed to pass the
written examination for the position.

Step 4 decision 3/23/82:

"Article 33, in regard to within craft promotions,
provides, in part, that, "...Written examinations
shall not be controlling in determining
qualifications..." The record shows that the
grievant's name was not placed on the register solely
because he failed to pass the written examination for
the position.

"Inasmuch as the grievant was inappropriately not
considered qualified, he is to be reevaluated for the
register used to fill Positions No. 033/048 and
033/026. If he is found to be best qualified as a
result of the reevaluation, he is to be placed
accordingly with an effective date of December 26,
1981."