

RESOLVE



STEP B DECISION

Step B Team:	Decision:	RESOLVE
USPS:	USPS Number:	G16N-4G-C 1850 0129
Alex Zamora	Grievant:	Class
NALC:	Branch Grievance Number:	421-197-19
Jim Ruetze	Branch:	421
	Installation:	San Antonio
District:	Delivery Unit:	Beacon Hill
Rio Grande	State:	TX
	Incident Date:	07/07/2018-07/13/2018
	Informal Step A Initiated:	02/20/2019
	Formal Step A Meeting:	02/28/2019
USPS Formal A:	Date Received at Step B:	03/05/2019
Frank Ossont	Step B Decision Date:	03/07/2019
NALC Formal A:	Issue Code:	08.5450
Rene Hernandez	NALC Subject Code:	120051

ISSUE:

Did management violate Article 8.5 of the National Agreement by mandating non-overtime desired list (non-ODL) to work overtime on and off assignment and work assignment carriers to work overtime off assignment when there were available ODL carriers? If so, what is the remedy?

DECISION:

The Dispute Resolution Team (DRT) mutually agreed to **RESOLVE** this grievance. The case file did evidence a violation of Article 8.5. Management must adhere to the provisions of Article 8 of the National Agreement. Payment has been made by the Step B team to the carriers listed below. See DRT Explanation.

EIN	Employee	Remedy	EIN	Employee	Remedy
03324042	Johnson, D	\$84.00	03415922	Welch, K	\$76.86
01988799	Rodriguez, R	\$145.32	02033054	Garcia, D	\$17.64
02152054	Regalado, D	\$205.80	03103532	Santana, A	\$231.42
03339115	Ramos, L	\$209.16	01998691	Melendez, J	\$15.12
04223066	Hernandez, R	\$126.00	04154301	Valdez, N	\$100.38
03366084	Hidalgo, R	\$219.24	02192055	Saucedo, Y	\$47.46
02439335	Gilbert, G	\$125.16	03493112	Cruz, J	\$43.12
01966651	Matthies, K	\$69.58	04223127	Ruddel, C	\$30.24
03532392	Gonzalez, H	\$132.30	02349621	Meade, D	\$69.72
02148756	Zapata, J	\$30.52	04387499	Aguilar, J	\$31.64
02114220	Zander, D	\$230.58	03683707	Whaley, K	\$231.42

EXPLANATION:

On the above incident dates at the Beacon Hill Post Office in San Antonio, Texas, work assignment carriers and non-ODL carriers were utilized to carry overtime when ODL carriers

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and CCAs did not work up to the contractual limits that would have permitted management to make such overtime assignments.

The union filed this grievance to challenge management's failure to properly apply the provisions of Article 8.5 of the National Agreement. Unable to achieve a resolution through the Informal and Formal A steps of the grievance procedure, the union appealed to Step B.

The union contends management violated the contract by mandating non-ODL to work overtime on and off assignment and work assignment carriers to work overtime off assignment when there was auxiliary assistance available from ODL carriers and city carrier assistants (CCAs). The union contends management's refusal to comply with Article 8 contract provisions is willful and deliberate.

The union requests management cease and desist violating the provisions of Article 8 and requests a remedy of 50 percent of the straight rate of pay for non-ODL carriers improperly mandated. The union requests the ODL carriers be paid at the appropriate rate for the missed opportunities they should have received.

Management contends this grievance is untimely due to no time extensions provide to management and furthermore carriers fail to submit PS Forms 3996 so management was not made aware of the need for overtime.

The DRT determined that there was a violation when non-ODL and work assignment carriers were forced to work overtime on and off-assignment when there were available ODL employees. Non-ODL and work assignment carriers were remedied at 50 percent of the straight-time rate. The ODL carriers who were available for the overtime were paid at the appropriate overtime rate. The file did include a time limit extension signed by both the NALC and USPS representatives. The file also contained a letter from management stating some documents requested by the union (PS Forms 3996, ODL changes and a mandate roster) were no longer available or did not exist. The DRT fashioned the remedy based on the available reports and information in the case file.

Applicable contract language from Article 8 in the JCAM is shown below in relevant part:

8.5.D If the voluntary "Overtime Desired" list does not provide sufficient qualified people, qualified full-time regular employees not on the list may be required to work overtime on a rotating basis with the first opportunity assigned to the junior employee.

*8.5.G Full-time employees not on the "Overtime Desired" list may be required to work overtime only if all available employees on the "Overtime Desired" list **have worked up to twelve (12) hours in a day** or sixty (60) hours in a service week. Employees on the "Overtime Desired" list:*

- 1. may be required to work up to twelve (12) hours in a day and sixty (60) hours in a service week (subject to payment of penalty overtime pay set forth in Section 4.D for contravention of Section 5.F); and*
- 2. excluding December, shall be limited to no more than twelve (12) hours of work in a day and no more than sixty (60) hours of work in a service week.*

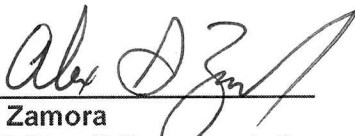
However, the Employer is not required to utilize employees on the "Overtime Desired" list at the penalty overtime rate if qualified employees on the "Overtime

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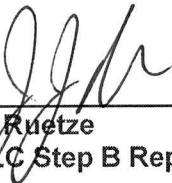
Desired" list who are not yet entitled to penalty overtime are available for the overtime assignment.

Mandatory Overtime. *One purpose of the Overtime Desired List is to excuse full-time carriers not wishing to work overtime from having to work overtime. Before requiring a non-ODL carrier to work overtime on a non-scheduled day or off his/her own assignment on a regularly scheduled day, management must seek to use a carrier from the ODL, even if the ODL carrier would be working penalty overtime. However, if the Overtime Desired List does not provide sufficient qualified fulltime regulars for required overtime, Article 8.5.D permits management to move off the list and require non-ODL carriers to work overtime on a rotating basis starting with the junior employee.*

Based on the review of the case file, the DRT agreed to the decision and remedy above.



Alex Zamora
USPS Step B Representative



Jim Ruetze
NALC Step B Representative

Grievance File Contents:

Table of Contents
PS Form 8190
Formal A Meeting Request
Request for Documentation
Union Statement (2 pages)
Letter from Supervisor
Union Contentions (4 pages)

Union Spreadsheets (10 pages)
Overtime Alert (4 pages)
Hours Analysis Report (13 pages)
Employee Moves Report (22 pages)
Unit Daily Record (6 pages)
Overtime Desired List (2 pages)

cc:

LR Manager, Southern Area
NALC NBA, Region 10
Rio Grande District HR Manager
Rio Grande District LR Manager,
USPS Formal A Representative

NALC Branch President
NALC Formal A Representative
Postmaster
DRT File

Payout Request History for Grievance 18500129

[HELP](#)

no data

<p><u>Not Processed By Payroll</u></p> <p><input checked="" type="checkbox"/> New (Not yet sent to Payroll)</p> <p><input checked="" type="checkbox"/> Pending (Not back from Payroll)</p> <p><input checked="" type="checkbox"/> Submitted (Received acknowledgment from Payroll, awaiting processing)</p>	<p><u>Payroll Processed</u></p> <p><input checked="" type="checkbox"/> Paid (Back from Payroll without error)</p> <p><input checked="" type="checkbox"/> Payroll Error (Back from Payroll with error)</p>
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New, Pending and Submitted Requests

Status	GATS Code	App Seq	Request Amount	Last Name	First Name	SSN	Relevant PP	Requested By	Date Requested
New		1	\$15.12	MELENDEZ	JULIO	7725	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$17.64	GARCIA	DANNY	3971	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$30.24	RUDELLE	CORY	7848	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$30.52	ZAPATA	JOSEPH	5528	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$31.64	AGUILAR	JANEL	0074	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$43.12	CRUZ	JUAN	1365	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$47.46	SAUCEDO	YOLANDA	9523	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$69.58	MATTHIES	KEVIN	8828	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$69.72	MEADE	DANIEL	9903	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$76.86	WELCH	KEVIN	0596	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$84.00	JOHNSON	DELANO	8715	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$100.38	VALDEZ	NICOLAS	0289	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$125.16	GILBERT	GLENN	9639	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$126.00	HERNANDEZ	RENE	1805	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$132.30	GONZALEZ	HECTOR	3098	PP15 FY2018	KBY9N0	03/08/2019
New		1	\$145.32	RODRIGUEZ	RENE	2960		KBY9N0	03/08/2019

							PP15 FY2018			
New		1	\$205.80	REGALADO	DAVID	0338	PP15 FY2018	KBY9N0	03/08/2019	
New		1	\$209.16	RAMOS	LUIS	6123	PP15 FY2018	KBY9N0	03/08/2019	
New		1	\$219.24	HIDALGO	RIGOBERTO	4751	PP15 FY2018	KBY9N0	03/08/2019	
New		1	\$230.58	ZANDER	DARRYL	0306	PP15 FY2018	KBY9N0	03/08/2019	
New		1	\$231.42	SANTANA	ANTONIO	9930	PP15 FY2018	KBY9N0	03/08/2019	
New		1	\$231.42	WHALEY	KIRSTEN	6501	PP15 FY2018	KBY9N0	03/08/2019	
Total New: \$2,472.68										
Total Pending: \$0.00										
Total Submitted: \$0.00										

Paid and Errors from Finance

Status	Error or Warning	App Seq	Request Amount	Amount Paid	PP Paid	Last Name	First Name	SSN	Relevant PP	Requested By	Date Requested
No Data											
Total Paid: \$0.00											
Total Error: \$0.00											