

**DALLAS DISTRICT DISPUTE RESOLUTION TEAM**

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USPS Representative

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Laura Maglaris  
NALC Representative



RESOLVED



**STEP B DECISION**

**Step B Team:** Laura Maglaris  
Schenequa Neal

**Decision:** RESOLVED  
**USPS Number:** G11N-4G-C 1605 0474  
**Grievant:** Class Action  
**Branch Grievance Number:** 421-804-15  
**Branch Number:** 421  
**Installation:** San Antonio  
**Delivery Unit:** Thousand Oaks  
**State:** Texas  
**Incident Date:** 11/3/2015  
**Informal Step A Meeting Date:** 11/17/2015  
**Formal Step A Meeting Date:** 12/15/2015  
**Date Received at Step B:** 12/28/2015  
**Step B Decision Date:** 12/29/2015  
**USPS Issue Code:** 11.6300  
**NALC Issue Code:** 506002

**District Grieving:** Rio Grande  
**District Deciding:** Dallas

**Formal Step A Parties:**  
William E. McCain, NALC

COPY

**ISSUE:** Did management violate Articles 11, 19 and/or 30 of the National Agreement when they failed to post the weekly schedule for the Veteran's Day holiday week by the Tuesday prior? If so, what is the appropriate remedy?

Did management violate Article 15 when management failed to meet at the Formal Step A for this grievance? If so, what is the appropriate remedy?

**DECISION:** The DRT **RESOLVED** this grievance. A violation occurred when management did not timely post the holiday schedule. The failure to meet at the Formal Step A is addressed in the explanation. The following carriers will be paid a lump sum of \$114.00 each, representative of an additional 50% of their base hourly rate.

W. Morales

M. Palmer

B. Jameson

R. Vargas

Payments will be entered into GATS at the Step B level; no further action is necessary.

**EXPLANATION:** The Union contends management violated Article 15 by failing to meet at the Formal Step A on this grievance. The Union contends a violation occurred when management failed to post the Veteran's holiday schedule in a timely manner. As remedy, the Union requests all carriers that worked the holiday schedule (11/11/2015) be paid an additional 50% of the straight time rate for each hour worked up to 8 hours, regardless if they worked their designated holiday or non-scheduled day. (Holiday scheduling premium) The Union provided a regional APWU arbitration decision (W7C-5E-C 18702, C-10690) to support their requested remedy.

The DRT will address the issue of management's failure to meet at the Formal Step A level. The file contains a routing slip from the USPS Formal Step A designee that the Union contends was left in his case drawer. The slip indicates the designee was out on sick leave, but contained offers to resolve a list of grievances and an email contact. The Union responded to the offer with an email counter offer and reminded the USPS Formal Step A designee of the deadline to meet of 12/15/2015 and stated that the parties must make arrangements for a new meeting date and if the USPS Formal Step A designee should contact him if she desired an extension. The USPS Formal Step A designee responded via email with another offer to settle, but did not reschedule a meeting or request an extension.

**JCAM, Page 15-5:**

The Formal Step A meeting must be held between the installation head or designee and the branch president or designee as soon as possible but no later than seven calendar days after the installation head receives the Joint Step A Grievance Form (unless the parties agree to an extension).


Although not required, the parties are encouraged to reduce all agreements to extend time limits or scheduling meetings to writing. This protects both parties and also serves as a reminder of time limits that must be adhered to per Article 15.


It was undisputed by management that the holiday schedule was not timely posted.

**JCAM, Page 11-4:**

**Holiday Schedule Posting.** The provisions of Article 11.4.A concerning straight-time pay for holiday work apply to all full-time employees whose holiday schedule is properly posted in accordance with this section. **If the holiday schedule is not posted as of Tuesday preceding the service week in which the holiday falls, a full-time employee required to work on his or her holiday or designated holiday, or who volunteers to work on such day, will receive holiday scheduling premium for each hour of work, up to eight hours.**

The Union requested that all carriers scheduled to work the holiday schedule, regardless if they worked their designated holiday or non-scheduled day, be compensated an additional 50%. There is no evidence in the file to indicate this is a repetitive violation in this office that would support an additional monetary award to those carriers scheduled to work their non-scheduled day. Based on the contractual language in Article 11, the remedy applies only to those carriers that were scheduled to work their holiday or designated holiday.

  
Schenequa Neal  
USPS Step B Representative

  
Laura Maglaris  
NALC Step B Representative

cc: Rio Grande District DRT

**Contents:**

8190  
NALC Contentions  
Routing Slip – Gonzalez  
Weekly Schedule

Holiday Volunteer List  
TACS Reports  
APWU Arb Decision C-10690  
Email Correspondence

## Payment Request History for Grievance 16050474

HELP

no data

### Not Processed By Payroll

- New (Not yet sent to Payroll)
- Pending (Not back from Payroll)
- Submitted (Received acknowledgment from Payroll, awaiting processing)

### Payroll Processed

- Paid (Back from Payroll without error)
- Payroll Error (Back from Payroll with error)

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Show History

### New, Pending and Submitted Requests

Status	GATS Code	App Seq	Request Amount	Last Name	First Name	SSN	Relevant PP	Requested By	Date Requested	Buttons
New		1	\$114.00	PALMER	MICHAEL	5415	PP24 FY2015	KXYCDG	12/29/2015	Details Delete Edit
New		1	\$114.00	MORALES	WALDEMAR	9832	PP24 FY2015	KXYCDG	12/29/2015	Details Delete Edit
New		1	\$114.00	JAMESON	BRET	4692	PP24 FY2015	KXYCDG	12/29/2015	Details Delete Edit
New		1	\$114.00	VARGAS	RAMON	5287	PP24 FY2015	KXYCDG	12/29/2015	Details Delete Edit
Total New: \$456.00										
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	Buttons
No Data												
Total Paid: \$0.00												
Total Error: \$0.00												