

DALLAS DISTRICT DISPUTE RESOLUTION TEAM

Schenequa Neal  
USPS Representative

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Andy Alvarado  
NALC Representative



**RESOLVED**



**STEP B DECISION**

Step B Team: Andy Alvarado  
Schenequa Neal

District: Rio Grande  
Deciding District: Dallas

Formal Step A Parties  
NALC: R Gould  
USPS:

Decision: RESOLVE  
USPS Number: G11N-4G-C 15048393  
Grievant: Mark Musson  
Branch Grievance Number: 421-979-14  
Branch Number: 421  
Installation: San Antonio  
Delivery Unit: Lockhill Station 78230  
State: Texas  
Incident Date: 12/04/2014  
Date Informal Step A Initiated: 12/13/2014  
Formal Step A Meeting Date: No Meeting  
Date Received at Step B: 01/05/2016  
Step B Decision Date: 01/21/2015  
USPS Issue Code: 41.2260  
NALC Issue Code: 100850  
Original Step B Received Date:  
Date Sent To Assisting Team:

ISSUE: Did management violate Article 41 of the National Agreement when the grievant was unable to complete 8 hours on his bid assignment? If so, what is the proper remedy?

DECISION: The Dispute Resolution Team (DRT) has **RESOLVED** this grievance. Management will abide by Article 41 of the National Agreement with regards to the successful bidder working the duty assignment as posted; up to 8 hours. The grievant will be paid a lump sum payment of \$53.00 which will be input into GATS at Step B.

EXPLANATION: On 12/4/2014, the grievant, a full-time regular assigned to route 30083 worked 6 hours and 26 minutes on his bid assigned route of 380083.

The union states at or around 7:01AM the grievant was instructed to case on route 31036. They state at around 7:50 the grievant was told to have an 8 hour day to which he informed management it was not possible since he was casing another route. They state Manager Lopez instructed the grievant to give about 2 hours of his route to another carrier. The union contends this shortened the grievant's bid assignment by 1:30 hours and the grievant only worked 6:30 hours of his bid assignment. They state there were no unanticipated circumstance.

The union argues management failed to meet at Formal Step A. They state a Formal Step A meeting was scheduled for 12/23/2014 however management requested the union agree to extend until 12/29/2014. They state the USPS Formal Step A representative was not present at all on 12/29/2014. They state they notified the supervisor of the meeting scheduled for the 29<sup>th</sup> and management made no attempt to reschedule or to meet.

There were no contentions from management included in the grievance file.

#### **National Agreement**

##### **41.1.C.4**

4. The successful bidder shall work the duty assignment as posted. Unanticipated circumstances may require a temporary change in assignment. This same rule shall apply to Carrier Technician assignments, unless the local agreement provides otherwise.

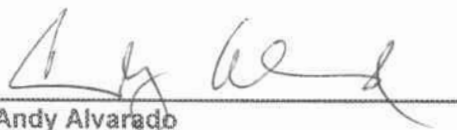
Included in the grievance file is the Employee Everything report for the grievant showing time spent on routes 031036 (1.49 hours) and 030083 (6.44 hours). The grievant shows to have worked a total of 8 hours for 12/4/2014.

The Employee Everything report for the carrier Altamirano shows he worked a total of 9.66 hours for the day. The report also shows carrier Altamirano has time on route 0380083 from 14.72 to 16.82 on 12/4/2014.

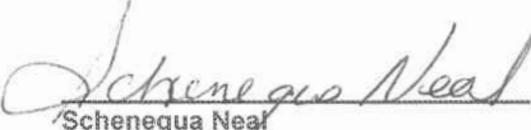
Included in the grievance file is the Route/Carrier Daily Performance/Analysis Report showing the grievant spend 6 hours and 26 minutes on his own route of 30083. The report also shows carrier Altamirano provided street auxiliary in the amount of 2 hours and 6 minutes on route 30083 for 12/4/2014.

The grievance file contained a request for a Formal Step A meeting and extension signed by the Formal Step A representatives.

The DRT reviewed all evidence in the grievance file and considered all arguments presented, and rendered a decision based on the information provided.



Andy Alvarado  
NALC Step B Representative



Schenequa Neal  
USPS Step B Representative

cc: Rio Grande DRT

#### **Contents:**

- PS Form 8190
- Item 0-13 from employees
- Informal Step A request for documentation/steward time/Informal Step A meeting
- Request for a Formal Step A meeting/extension
- NALC Formal Step A contentions
- Steward statement
- Route Information Card Report
- Weekly Schedule
- Employee Everything Reports

- Hours Analysis Report
- Route/Carrier Daily Performance/Analysis Report
- Step A resolutions
- NALC Step A contentions for grievance 421-237-09
- END

## Payout Request History for Grievance 15048393

[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)

&lt; Back

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	\$53.00	MUSSON	MARK	7104	PP26 FY2014	KXYCDG	01/21/2015	Details	Delete	Edit
Total New: \$53.00												
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												