

DALLAS DISTRICT DISPUTE RESOLUTION TEAM

James Chandler
USPS Representative

1112 18th Street
Plano, TX 75074
PH # 972-578-4703
Fax #972-578-8054

Laura Maglaris
NALC Representative



RESOLVED



STEP B DECISION

Step B Team: Laura Maglaris
James Chandler

Decision: RESOLVED
USPS Number: G11N-4G-C 1608 3771
Grievant: Class Action
Branch Grievance Number: 421-008-15
Branch Number: 421
Installation: Boerne
Delivery Unit: MPO
State: Texas
Incident Date: 12/28/2015
Informal Step A Meeting Date: 1/11/2016
Formal Step A Meeting Date: None
Date Received at Step B: 2/4/2016
Step B Decision Date: 2/9/2016
USPS Issue Code: 15.0000
NALC Issue Code: 505000

District Grieving: Rio Grande
District Deciding: Dallas

Formal Step A Parties:
Richard Gould, NALC

ISSUE: Did management violate Articles 15 and/or 19 when they failed to comply with Formal Step A grievance settlement for Grievance #421-593-15? If so, what is the appropriate remedy?

DECISION: The DRT **RESOLVED** this grievance. The grievance payments for Grievance #421-593-15 have been input in to GATS at the Step B level. In addition, each grievant was paid an additional \$5.00.

NAME	EMPLOYEE ID#	AMOUNT
A Mathews	03081749	17.50
J Garcia	02394881	17.50
H Garcia	03606645	30.00
B Richards	02062664	30.00
Y New	04194353	74.00

EXPLANATION: The Union contends management violated Articles 15 and 19 by failing to abide by a grievance settlement and input agreed upon monetary remedies into GATS. The Union provided Form 8190 for Grievance #421-593-15 dated 8/31/2015, in which management agreed to input the payments for five carriers within 7 days and provide a copy to the Union. The Union also provided documentation showing this grievance was appealed to Formal Step A in a timely manner via Certified Mail.

Management failed to meet at the Formal Step A level for this grievance.

A review of GATS confirmed the payments for this grievance were never input into GATS as agreed upon. Management is reminded of their obligation to honor all grievance awards and settlements.

JCAM, Page 15-1:

15.1 Section 1. Definition

A grievance is defined as a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment. A grievance shall include, but is not limited to, the complaint of an employee or of the Union which involves the interpretation, application of, or compliance with the provisions of this Agreement or any local Memorandum of Understanding not in conflict with this Agreement.

M-01517:

M-01517

PATRICK R. DONAHOE
Chief Operations Officer
and Executive Vice President



May 31, 2002

VICE PRESIDENTS, AREA OPERATIONS
MANAGER, CAPITAL METRO OPERATIONS

SUBJECT: Arbitration Award Compliance

Headquarters is currently responding to union concerns that some field offices are failing to comply with grievance settlements and arbitration awards. While all managers are aware that settlements reached in any stage of the grievance/arbitration procedure are final and binding, I want to reiterate our policy on this subject.

Compliance with arbitration awards and grievance settlements is not optional. No manager or supervisor has the authority to ignore or override an arbitrator's award or a signed grievance settlement. Steps to comply with arbitration awards and grievance settlements should be taken in a timely manner to avoid the perception of non-compliance, and those steps should be documented.

Please ensure that all managers and supervisors in your area are aware of this policy and their responsibility to implement arbitration awards and grievance settlements in a timely manner.

Patrick R. Donahoe
cc: Managers, Human Resources (Area)

James Chandler
USPS Step B Representative

Laura Maglaris
NALC Step B Representative

cc: Rio Grande DRT

Contents: 8190, NALC Contentions, 8190 for Grievance #421-593-15, OT Violation Worksheet, NALC Requests, Copy of Certified Mail to G. Ramirez, Yahoo Map, USPS Tracking, Form 3811, Email Correspondence

Payout Request History for Grievance

16083771

[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>
--	--

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	\$17.50	MATHEWS	ARTHUR	3515	PP1 FY2016	VCMRB0	02/09/2016	<input type="button" value="De"/>
New		1	\$17.50	GARCIA	JESSE	5879	PP1 FY2016	VCMRB0	02/09/2016	<input type="button" value="De"/>
New		1	\$30.00	RICHARDS	BRIAN	8190	PP1 FY2016	VCMRB0	02/09/2016	<input type="button" value="De"/>
New		1	\$30.00	GARCIA	HUMBERTO	9662	PP1 FY2016	VCMRB0	02/09/2016	<input type="button" value="De"/>
New		1	\$74.00	NEW	YVONNE	4843	PP1 FY2016	VCMRB0	02/09/2016	<input type="button" value="De"/>
Total New: \$169.00										
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
No Data											
Total Paid: \$0.00											
Total Error: \$0.00											