



Date Received at Step B (MM/DD/YYYY)

USPS-NALC Joint Step A Grievance Form

INFORMAL STEP A — NALC Shop Steward Completes This Section (See instructions on page 2.)

1. Grievant's Name (Last, first, middle initial) Dolberry, Ida
2. Grievant's Telephone No. (Include area code) 210.709.1835
3. Seniority Date (MM/DD/YYYY) Relative Standing 9/15/2018
4. Status (Check one) [] FT [] FTF [] PTR [] PTF [x] CCA
5. Grievant's Employee Identification Number (EIN)
6. District, Installation, Work Unit, ZIP Code Rio Grande, Converse, MPO, 78109
7. Finance No. 481980
8. NALC Branch No. 421
9. NALC Grievance No. 421.36.DR
10. Incident Date (MM/DD/YYYY) 09/06/2019
11. Date Discussed With Supervisor (Filing date) 10/4/2019
12a. Companion MSPB Appeal? [] Yes [x] No
12b. Companion EEO Appeal? [] Yes [x] No
13a. Supervisor's Printed Name, Initials, and Telephone No. Arthur Sanchez (910) 659-4503
13b. Steward's Printed Name, Initials, and Telephone No. Adam J. Reyna, AJR, 210.771.3367

FORMAL STEP A — Formal Step A Parties Complete This Section (See instructions on page 2.)

14. USPS Grievance No.: Obtain prior to Formal Step A meeting.
15. Issue Statement: Provide contract provision(s) and frame the issue(s). Did management violate the M-39, section 115.4 when Postmaster Colon made disrespectful comments to the grievant on 9/6/2019 and on other occasions? If so, what is an appropriate remedy?

16. Undisputed Facts: List and attach all supporting documents. Use additional paper if necessary. Attachments? [] No [x] Yes Number ____
All timelines have been met and the Local Steward has been listed designated to handle this grievance.

17. UNION'S full, detailed statement of disputed facts and contentions: List and attach all supporting documents. Use additional paper if necessary. Attachments? [] No [x] Yes Number ____
See Attached

18. MANAGEMENT'S full, detailed statement of disputed facts and contentions: List and attach all supporting documents. Use additional paper if necessary. Attachments? [] No [x] Yes Number ____

19a. Union Representative: Enter the remedy requested by the union. Management will maintain a mutual respect atmosphere at the Converse Installation and work with the Local Union and its Carriers to maintain that environment and prevent further issues.

19b. Settlement Offer: List any settlement offers by either party on page 3.

20. Disposition (Check one) [x] Resolved [] Withdrawn [] Not Resolved Date of Formal Step A Meeting (MM/DD/YYYY) 10/4/2019
21a. USPS Representative's Name Arthur Sanchez
21b. Telephone No. (Include area code) 210.326.2705
21c. USPS Representative's Signature
21d. Date (MM/DD/YYYY) 10/4/2019
22a. NALC Representative's Name Adam J. Reyna
22b. Telephone No. (Include area code) 210.771.3367
22c. NALC Representative's Signature
22d. Date (MM/DD/YYYY) 10/4/2019



Adam Reyna <ajreyna83@gmail.com>

Fwd: Ida Dolberry statment

1 message

Ida Dolberry <idarenee1965@gmail.com>
To: ajreyna83@gmail.com

Fri, Sep 13, 2019 at 11:49 PM

To Adam

On my return back to work after 3 1/2 months due to foot surgery this past summer. My boss Louise ask me why I am returning back to work; because he had hired more

CCA and I was not need any more and I should quit working because this job is not for me. I'm next in-line for regular, but from the point of me returning back to work he has

someone else who he has in mind to become regular who is a family friend whom he wants to move up to regular. If I'm fired at the Converse station this was a statement that

was told to me by an employee that does not want to be mention due to the possibility of loosing their job or getting less hours. And also he has hired his nephew who is a

clerk at the station.

Louise " is always saying to me F this and F that" when I am asking for when help is

needed on my side as a CCA. I'm not the only CCA that needs help when it is a proven practices the we all need help. I'ts getting to the point that Louise is making It difficult

for me to perform my duties as a CCA. He is always belittling me in front of my co-workers when I'm on different routes more so after my foot surgery and comparing me to my

co-worker CCA's who are faster than me and I'm not saying I'm the best CCA we all have our own strengths and there are some who are slower than me that brought back 3

trays of the DPS and Express mail that that Louis covers up for his favorite employees that are being put to the side for next day delivery.

This is what I've seen returning back to work. This was done this past month by the family friend that Louise hired .

My route records can be pulled and you can see I finished in a timely matter and I always call Louise to see if my co-works need my help.

Thank you for your help in this matter.

If you can keep me anonymous or if you need me to come forward with this statement I will.