



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, R
2. Grievant's Telephone No. (Include area code) 210.709.1835
3. Seniority Date (MM/DD/YYYY)
4. Status (Check one) [] FT [] FTF [] PTR [] PTF [x] CCA
5. Grievant's Employee Identification Number (EIN) 04553654
6. District, Installation, Work Unit, ZIP Code Rio Grande, Converse, MPO, 78109
7. Finance No. 48-1980
8. NALC Branch No. 421
9. NALC Grievance No. 421.46.19-DR
10. Incident Date (MM/DD/YYYY) 12/02/2019
11. Date Discussed With Supervisor (Filing date) 12/18/2019
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 AS 210 659 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 Converse Postmaster Luis A. Colon and violate the M-39, section 115.4 via Article 19 of the National Agreement when he made intimidating, unprofessional and inappropriate remarks towards City Carrier Assistant Ida Dolberry on December 2, 2019? If so, what is the appropriate remedy?
16. Undisputed Facts: List and attach all supporting documents. Use additional paper if necessary. Attachments? [] No [x] Yes Number ___ All time limits have been met and the Local Steward Listed has been 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 [] Yes Number ___



19a. Union Representative: Enter the remedy requested by the union.
1. Management will maintain a mutual respect atmosphere in accordance with Section 115.4 of the M-39 manual between themselves and the City Carrier Craft at the Converse Installation.
2. This Formal A resolution is binding, citable, and precedent setting for the Converse Installation.
3. Steward Reyna will have a discussion w/ CCA Dolberry regarding section 115.4
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) 12/27/2019
21a. USPS Representative's Name Luis A. Colon
21b. Telephone No. (Include area code) 210.659.4503
21c. USPS Representative's Signature [Signature]
21d. Date (MM/DD/YYYY) 12/27/2019
22a. NALC Representative's Name Adam J. Reyna
22b. Telephone No. (Include area code) 210.771.3367
22c. NALC Representative's Signature [Signature]
22d. Date (MM/DD/YYYY) 12/27/2019



Adam Reyna <ajreyna83@gmail.com>

Ida's (USPS Converses statement)

1 message

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

Tue, Dec 3, 2019 at 9:42 PM

Good day Adam

This is what Louis said at work on on Monday 12/02/2019. Louis went at me about not showing up at Amazon on Sunday. when he had said it was okay for another co-worker to work for me that Sunday delivering Amazon. She did work for me that Sunday, but Louis forgot that he gave her the okay when in fact she came to me and said "Louis gave the okay to work amazon". which she did work Amazon on 12/01/2019. On the next day of work Louis started yelling and screaming at me the day after amazon that Monday at the start of work in front of my co-workers saying "I did not give the okay for this to happen" when in fact he did give the okay for this to happen on that Sunday 12/01/2019. That Monday is when I was on the phone with you Adam, "I said I could not talk" because you heard in the background Louis yelling and the yelling was toward me about Amazon. I do have proof he okay this because she worked that day. He said this in front of others, and he belittled me in front of my co-workers. Everyone knew who he was talking about when he said you do not have the "Freaking right to change the Freaking Freaking scheduled"! I did not change the schedule he did. We all know what the word (Freaking) means. This is always happening with myself with Louis he is always putting down me and other employees with his foul language not sure if he thinks this is being funny. I come too work not to be funny with a superior with foul language because you never know where this will go. I'm speaking up for myself and others who are afraid to come forward in fear of loosing hours or their job.

Thank You

Ida Dolberry

When she says "Freaking" she means "Fucking".



Adam Reyna <ajreyna83@gmail.com>

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Thank You

Ida Dolberry