

# DALLAS DISTRICT DISPUTE RESOLUTION TEAM

Schenequa Neal  
USPS Representative

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

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: E Quinonez  
USPS: J Vasquez

Decision: RESOLVE  
USPS Number: G11N-4G-C 16014847  
Grievant: Class Action  
Branch Grievance Number: 421-766-15  
Branch Number: 421  
Installation: San Marcos  
Delivery Unit: San Marcos 78666  
State: Texas  
Incident Date: 10/24/2015  
Date Informal Step A Initiated: 11/04/2015  
Formal Step A Meeting Date: 11/14/2015  
Date Received at Step B: 11/16/2015  
Step B Decision Date: 11/17/2015  
USPS Issue Code: 08.5410  
NALC Issue Code: 120051  
Original Step B Received Date:  
Date Sent To Assisting Team:

ISSUE: Did Management violate Article 8 of the National Agreement when they assigned overtime to the Work Assignment and Non ODL carriers prior to working the ODL carriers the week of 10/24/2015 through 10/30/2015? If so, what is the appropriate remedy?

DECISION: The Dispute Resolution Team (DRT) has **RESOLVED** this grievance. There was a violation. The Dispute Resolution Team reached common ground on the remedy. The following employees will be compensated the following lump sum amounts to be entered at the Step B Level of the Grievance / Arbitration Procedure:

Employee	EIN	Amount
A Wheeler	02039354	27
P Lantigua	02077022	76

EXPLANATION: For the dates of 10/24/2015 a Work Assignment carrier worked off assignment overtime while an ODL carrier was available.

The union contends management violated articles 8.5.D, 8.5.G and Article 3 of the National Agreement by improperly utilizing the non ODL and Work Assignment carrier to carry

auxiliary assistance on/off their assigned routes and into overtime status. They state there were ODL carriers available to work the mandated overtime.

The union contends the week of 10/24/2015 through 10/30/2015, there were several hours of violations. They state the weekly schedule shows routes open. They state had management utilized the auxiliary assistance and ODL carrier properly, no violations would have occurred. They state management is not mandating based on the junior employee.

Management contends there were overtime violations for the week however; there weren't as many violations as the union states. They state some of the carriers failed to notify management of their inability to complete their assignment in 8 hours. They state some of the carriers had under time. They state a carrier volunteered to work overtime.

### **National Agreement**

**8.5.D** If the voluntary "Overtime Desired" list does not provide sufficient qualified people, qualified full-time regular employees not on the list may be required to work overtime on a rotating basis with the first opportunity assigned to the junior employee.

### **National Agreement**

#### **8.5.G**

G. Full-time employees not on the "Overtime Desired" list may be required to work overtime only if all available employees on the "Overtime Desired" list have worked up to twelve (12) hours in a day or sixty (60) hours in a service week. Employees on the "Overtime Desired" list:

1. may be required to work up to twelve (12) hours in a day and sixty (60) hours in a service week (subject to payment of penalty overtime pay set forth in Section 4.D for contravention of Section 5.F); and
2. excluding December, shall be limited to no more than twelve (12) hours of work in a day and no more than sixty (60) hours of work in a service week.

However, the Employer is not required to utilize employees on the "Overtime Desired" list at the penalty overtime rate if qualified employees on the "Overtime Desired" list who are not yet entitled to penalty overtime are available for the overtime assignment.

### **JCAM page 8-15**

**Implementing Memorandum on "Letter Carrier Paragraph."** A memorandum of understanding signed December 20, 1988 (M-00884) further explained the requirement to seek to use auxiliary assistance before requiring letter carriers not on the ODL or Work Assignment List to work overtime on their own route on a regularly scheduled day. Management must seek to use all of the following to provide auxiliary assistance:

- part-time flexibles at the straight-time or regular overtime rate
- city carrier assistant employees at the straight-time or regular overtime rate
- available full-time regular employees such as unassigned or reserve regulars at the straight-time rate
- full-time carriers from the Overtime Desired List at the regular overtime rate

However, the memo states that management does not have to use ODL carriers to provide auxiliary assistance if such an assignment would mean that the ODL carriers would be working *penalty overtime*. In that limited situation—if no auxiliary assistance is available without going into penalty overtime—management can require full-time regular carriers not on the Overtime Desired List to work overtime on their own routes on a regularly scheduled day. Remember that this limited exception applies only when a full-time non-ODL letter carrier is required to work overtime on his/her own assignment on a regularly scheduled day.

**Before requiring a non-ODL carrier to work overtime on a non-scheduled day or off his/her own assignment, management must seek to use a carrier from the ODL, even if the ODL carrier would be working penalty overtime**

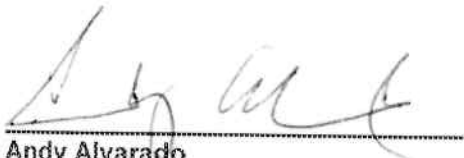
The grievance file contained the Overtime Alert Report showing the amount of overtime worked.

The grievance file contained the employee moves report showing the assignments for each carrier and the amount of time spent on that assignment.

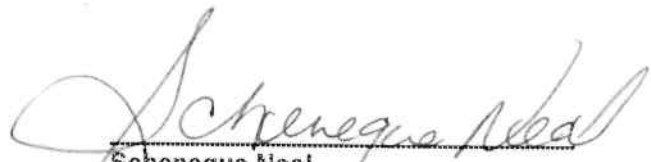
There were carriers on the non ODL and Work Assignment list working overtime on another assignment.

Most of the ODL carriers had approached/reached the 60 hour maximum for the week therefore were no longer available for any additional time. For example D. Romero had 61.49 hours (including annual leave), D. Yanez had 60.82 (including annual leave) hours for the service week and L. Meditz had 58.53 (including Military Leave).

The Dispute Resolution Team reviewed all evidence and arguments in the grievance file and rendered the above decision.



Andy Alvarado  
NALC Step B Representative



Schenequa Neal  
USPS Step B Representative

cc: Rio Grande DRT

Contents of the grievance file: PS Form 8190, NALC contentions, Informal Step A request for documentation/steward time/Informal Step A meeting, Request for a Formal Step A meeting, Weekly schedule, Overtime Sign-Up Sheet, Overtime Alert, Employee Moves Report, Hours Analysis, NALC off assignment and Overtime Hours, NALC hours available sheet, NODL/Work Assignment off assignment, Overtime hours request remedy, USPS contentions, Volunteer to work overtime statement, PS Form 3996, Route/Carrier Daily Performance/Analysis Report, leave/return sheet, END.

**Payout Request History for Grievance**  
**16014847**

HELP

no data

**Not Processed By Payroll**

**Payroll Processed**

- New (Not yet sent to Payroll)
- Pending (Not back from Payroll)
- Submitted (Received acknowledgment from Payroll, awaiting processing)
- 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		2	\$27.00	WHEELER	ALICIA	8258	PP23 FY2015	KXYCDG	11/17/2015	Details Delete Edit
New		2	\$76.00	LANTIGUA	PEDRO	8345	PP23 FY2015	KXYCDG	11/17/2015	Details Delete Edit
Total New: \$103.00										
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												