

RESOLVE



STEP B DECISION

Step B Team:	Decision:	RESOLVE
USPS:	USPS Number:	G11N-4G-C 1601 4301
Emre Edwards	Grievant:	Class
NALC:	Branch Grievance Number:	421-866-16
Jim Ruetze	Branch:	421
District:	Installation:	San Marcos
Rio Grande	Delivery Unit:	MPO
	State:	TX
USPS Formal A:	Incident Date:	08/25/2016
Michelle Soliz	Informal Step A Meeting:	09/15/2016
NALC Formal A:	Formal Step A Meeting:	09/19/2016
Edward Quinonez	Received at Step B:	09/22/2016
	Step B Decision Date:	09/22/2016
	Issue Code:	17.2000
	NALC Subject Code:	505006

ISSUES:

Did management violate Articles 17 and/or 31 of the National Agreement by failing to provide requested documentation within 72 hours? If so, what remedy is appropriate?

DECISION:

The Dispute Resolution Team (DRT) mutually agreed to **RESOLVE** this grievance. The case file did not evidence a violation of the National Agreement. The case file did not demonstrate when the requested information was received. However, in accordance with management's contentions, the DRT agreed management will cease and desist not providing information to the union upon request. See the DRT Explanation below.

EXPLANATION:

On 08/22/2016 San Marcos MPO Steward Edward Quinonez requested information to investigate a possible grievance. Management received the request the same day. According to the incident date on the PS Form 8190, the information had not been provided as of 08/25/2016.

The union filed this grievance to protest management's failure to provide the requested information within 72 hours. Unable to achieve a resolution through the Informal and Formal A steps of the grievance procedure, the union appealed to Step B.

The union contends management's failure to provide the requested information was in violation of a Step B decision. The union contends that without the requested documentation the union cannot determine whether, or to what extent, the National Agreement was violated.

The union requests management cease and desist violating Articles 3, 15, 17, 19, and 31 of the National Agreement. Additionally, the union requests each of the city carriers in the San Marcos MPO be compensated \$100.00.

RIO GRANDE DISPUTE RESOLUTION TEAM
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Management contends it will cease and desist not providing information to the union upon request.

The **DRT** reviewed the case file and was unable to determine the date on which the information was provided. Additionally, the Step B decisions included in the file were rendered for grievances arising from the San Antonio installation, not San Marcos. According to the JCAM explanation of Article 15 of the National Agreement:

A Step B decision establishes precedent only in the installation from which the grievance arose. For this purpose, precedent means that the decision is relied upon in dealing with subsequent similar cases to avoid the repetition of disputes on similar issues that have been previously decided in that installation.

Based on its review of the case file, the DRT mutually agreed to the decision and remedy above.



Emre Edwards
USPS Step B Representative



Jim Ruetze
NALC Step B Representative

cc:

LR Manager, SW Area
NALC Region 10 NBA
Rio Grande District HR Manager
Rio Grande District LR Manager
Management Formal Step A

NALC Branch President
NALC Formal Step A Designee
Manager, Rio Grande District
Postmaster, San Marcos, Texas
DRT File

Grievance File Contents

PS Form 8190
Union Contentions
Request for Information
Requests for Formal Step A Meeting
Prior Step B Decisions (San Antonio)

Union Remedy Spreadsheet
M-00626 (Union entitled to information)
M-01874 (Moratorium on Time Limits)
Table of Contents