

DALLAS DISTRICT DISPUTE RESOLUTION TEAM

James Chandler
USPS Representative

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Kimetra Y. Lewis
NALC Representative



RESOLVED



STEP B DECISION

Step B Team: Kimetra Y. Lewis
James Chandler

District: Rio Grande
Deciding District: Dallas

Formal Step A Parties
NALC: Richard Gould
USPS: Sherry DeGraaf

Decision: RESOLVED
USPS Number: G11N-4G-C 15319859
Grievant: Class Action
Branch Grievance Number: 421-555-15
Branch Number: 421
Installation: Schertz
Delivery Unit: MPO
State: Texas
Incident Date: 08/14/2015
Date Informal Step A Initiated: 09/01/2015
Formal Step A Meeting Date: 09/15/2015
Date Received at Step B: 09/21/2015
Step B Decision Date: 09/30/2015
USPS Issue Code: 41.2260
NALC Issue Code: 100062
Original Step B Received Date:
Date Sent To Assisting Team:

ISSUE: Did Management violate Article 41 of the National Agreement when Management removed regular full-time city carriers from their bid assignments? If so, what is the appropriate remedy?

DECISION: The Dispute Resolution Team has agreed to **RESOLVE** this grievance. A violation did occur when Carrier Pedroza was removed from his bid assignment on August 10, 2015; August 11, 2015; and August 14, 2015. Management must cease and desist with the practice of removing full-time city carriers from their bid assignments. For this violation, Carrier Pedroza (EIN 04174676) will be compensated a lump sum of \$277.00 for the hours he was deprived of the opportunity to work his bid assignment. The lump sum payment will be input into GATS at the Step B level.

EXPLANATION: The Union argued Management violated Article 41 of the National Agreement when full-time city letter carrier J. Pedroza was removed from his bid assignment (Route 54003) on August 10th, August 11th and August 14, 2015. The Union contends Carrier Pedroza was removed from this bid assignment and placed on other routes while his route was split into parts and was assigned to other carriers for delivery. The Union asserts that Management claimed that Article 3 of the National Agreement gave them the right to

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maintain the efficiencies entrusted to it. The Union asserts that Management stated Carrier Pedroza chose or volunteered to work off his bid assignment but provided no evidence to support their claim.

Management provided no written contentions to support their decision to remove Carrier Pedroza from his bid assignment.

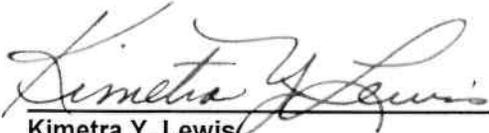
The following are provisions of Article 41 that are pertinent to the issue at hand:

41.1.C. Successful Bidder

1. The senior bidder meeting the qualification standards established for that position shall be designated the "successful bidder."

41.1.C.4. The successful bidder shall work the duty assignment as posted. Unanticipated circumstances may require a temporary change in assignment. This same rule shall apply to Carrier Technician assignments, unless the local agreement provides otherwise.

A review of the evidence presented within the grievance file revealed that Carrier Pedroza was deprived an opportunity of 11.08 hours to work on his bid assignment. Based upon the record of the grievance file, the DRT agreed with the decision cited above.



Kimetra Y. Lewis
NALC Step B Representative



James Chandler
USPS Step B Representative

cc: Rio Grande DRT

Contents:

- PS Form 8190
- NALC Contentions
- City Carrier Schedule
- Verification of Route Assignment
- Route/Carrier Daily Performance/Analysis Report – August 10, 2015
- Route/Carrier Daily Performance/Analysis Report – August 11, 2015
- Route/Carrier Daily Performance/Analysis Report – August 14, 2015
- Employee Everything Reports
- Route Information Card (13)
- Union's Calculation of Violation
- Prior Step B Decision
- Request for a Formal Step A Meeting
- Request for Documentation and Steward Time

Payout Request History for Grievance 15319859

[HELP](#)

no data

Not Processed By Payroll

- New (Not yet sent to Payroll)
- Pending (Not back from Payroll)
- Submitted (Received acknowledgment from Payroll, awaiting processing)

Payroll Processed

- 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	
New		1	\$277.00	PEDROZA	JOE	4286	PP18 FY2015	VCMRBO	10/02/2015	Details
Total New: \$277.00										
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											