



**RESOLVE**



**STEP B DECISION**

<b>Step B Team:</b>	Decision:	<b>RESOLVE</b>
USPS:	USPS Number:	<b>G19N-4G-C 2122 0291</b>
<b>Laurie Nichols-Marshall</b>	Grievant:	<b>Class Action</b>
NALC:	Branch Grievance Number:	<b>421-1386-21</b>
<b>Jose Portales</b>	Branch:	<b>421</b>
District:	Installation:	<b>San Antonio</b>
<b>Rio Grande</b>	Delivery Unit:	<b>Leon Valley Station</b>
	State:	<b>TX</b>
	Incident Date:	<b>10/10-16/2020</b>
	Informal Step A Meeting:	<b>11/05/2020</b>
	Formal Step A Meeting:	<b>05/11/2021</b>
	Received at Step B:	<b>05/13/2021</b>
	Step B Decision Date:	<b>06/03/2021</b>
	Issue Code:	<b>08.5450</b>
	NALC Subject Code:	<b>120051</b>

**ISSUE:** Did management violate Article 8.5, sections D and G of the National Agreement when they mandated non-overtime desired list (ODL) and work assignments (WA) letter carriers to work overtime on and off their assignments while ODL carriers were still available? If so, what is the remedy?

**DECISION:** The Dispute Resolution Team (DRT) mutually agreed to **RESOLVE** this grievance. The case file evidenced a violation of Articles 8.5.D and 8.5.G of the National Agreement. The letter carriers in the table below are compensated in the amounts by their names. The non-ODL carriers who were improperly assigned to work overtime were compensated an additional 100% of their straight time rate and ODL carriers were compensated for the missed overtime opportunities at the rate of pay they would have earned if they had performed the work. Management must assign overtime consistent with the provisions of Article 8.5. All payments associated with these remedies have been processed at Step B through GATS. See the DRT Explanation below.

EIN	Employee	Hours	Remedy	EIN	Employee	Hours	Remedy
03034256	M. Evaldez	0.79	\$23.31	03449043	O. Castrejon	1.07	\$31.57
02200678	L. Sumlin	4.55	\$134.23	04406983	G. Williams	2.68	\$79.06
04100479	O. Lerma	2.17	\$64.02	03357953	S. Adams	0.53	\$15.64
04113224	C. Gonzales	1.05	\$61.21	02030239	G. Rogers	0.78	\$46.02
04217091	R. Montoya	1.4	\$69.33	03502404	T. Scruggs	1.50	\$74.49
02067851	L. Price	1.19	\$67.41	03732230	M. Gomez	3.20	\$141.60
04321796	D. Cardiel	1.35	\$74.49	02289999	R. Gomez	1.32	\$66.67

**EXPLANATION:** This is a class action grievance filed on behalf of the city letter carriers assigned to the Leon Valley Station in San Antonio, TX. The grievance was filed to protest

management working non-ODL and WA carriers on and off their assignments while ODL carriers were available. Unable to resolve the dispute through the Informal and Formal A steps of the grievance procedure, the union appealed to Step B

**The union** contended at Formal Step A management violated Article 8 of the National Agreement, 8.5.D and 8.5.G of the Joint Contract Administration Manual (JCAM) and M-00884 when they did not maximize the ODL and mandated non ODL/WA carriers to carry overtime on their own routes and carry auxiliary assistance on other routes during the work week of October 10-16, 2020 prior to fully utilizing the ODL and City Carrier Assistants (CCAs). Management contends that the carriers failed to submit PS Form 3996s, however the union requested copies of all the PS Form 3996s and management did not provide any. The carriers also send messages through the scanner when they are of the opinion of needing overtime, which management responds with continue.

The union requested all ODL and CCA carriers be awarded overtime and penalty overtime. The union requested an award of 100% at the straight rate of pay as the remedy requested by the union for the aggrieved non ODL and/or WA. The union finally requested management cease and desist violating Article 8.5.D and 8.5.G of the National Agreement.

**Management** at Formal Step A contended non-ODL carriers are not mandated to work overtime for the purpose of denying overtime opportunities to ODL carriers as claimed by the union. The overtime worked by non-ODL carriers have extenuating circumstances beyond the control of local management such as high numbers of unscheduled absences, plant impacts and employees failing to follow instructions. Management asserts daily assignments utilizing the weekly carrier schedule is preplanned for the next business day. This action helps maintain the efficiency of the operations as there is no willful or deliberate planning to violate the national contract as the union claims. Management further contended when a carrier does not submit a PS Form 3996 management is under the impression the carrier will be able to achieve the primary duties of delivery in 8 hours or less. No overtime was requested by several carriers as several of them did not submit PS Form 3996. Management asserted the fact those individuals chose not to follow instructions by submitting a PS form 3996 shows the overtime used was not only unauthorized but not directed by management.

**The DRT** reviewed the case file and determined there was a violation of Article 8.5 for the week of October 10-16, 2020 when the overtime among full-time carriers were not assigned in accordance with the provisions of Article 8.5. Overtime for non-ODL carriers *on their own assignments* is governed by the Letter Carrier Paragraph, which is found on pages 8-14 and 8-15 of the JCAM:

*The "Letter Carrier Paragraph." For many years Article 8.5.C.2.d also gave management the right to require a letter carrier working on his/her own route on a regularly scheduled day to work mandatory overtime rather than assigning the overtime to a carrier from the Overtime Desired List. However, in the Overtime Memorandum first negotiated as part of the 1984 National Agreement, the Postal Service and the NALC added the following qualification, known as the "letter carrier paragraph."*

*In the Letter Carrier Craft, where management determines that overtime or auxiliary assistance is needed on an employee's route on one of the employee's regularly scheduled days and the employee is not on the overtime desired list, the employer will seek to utilize auxiliary assistance, when available, rather than requiring the employee to work mandatory overtime.*

*(The complete text of this memorandum is reprinted at the end of this article.)*

*National Arbitrator Mittenthal ruled in H4N-NA-C 21, June 26, 1986 (C-06297), that the letter carrier paragraph is an enforceable obligation.*

**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** [Emphasis Added]

*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.*

The assignment of overtime to non-ODL carriers off their assignments or on a non-scheduled day is also discussed on page 8-15:

*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** (Article 8.5.D). [Emphasis Added]*

The JCAM addresses the number of hours an employee on the ODL may be required to work on page 8-18:

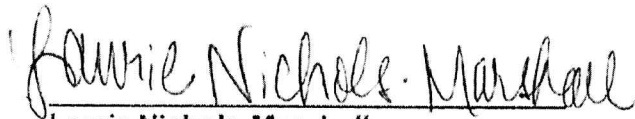
*Article 8.5.G provides that employees on the Overtime Desired List may be required to work up to 12 hours per day and 60 hours per week. It further provides that the 12*

*and 60 hour restrictions do not apply to employees on the Overtime Desired List during the month of December. [Emphasis Added]*


For Work Assignment carriers, the following JCAM language from page 8-22 addresses the assignment of overtime off their assignment or on a non-scheduled day:

*The Work Assignment List was established for full-time letter carriers who only want to work overtime on their own assignment on regularly scheduled days. Signing up for the Work Assignment overtime does not create any entitlement or obligation to work overtime on a non-scheduled day. For purposes of overtime on a non-scheduled day or on other than their own assignment, carriers on the Work Assignment list are treated exactly the same as any other full-time carriers not on the Overtime Desired List— They may only be required to work overtime under the provisions of Article 8.5.D. [Emphasis in Original].*

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



Laurie Nichols-Marshall  
USPS Step B Representative



Jose Portales  
NALC Step B Representative

**cc:**

LR Manager, Southern Area  
NALC Region 10 NBA  
Rio Grande District HR Manager  
Rio Grande District LR Manager  
USPS Formal Step A F. Cazares

NALC Branch President  
NALC Formal Step A R. Rodriguez  
Manager, Rio Grande District  
Postmaster  
DRT File

**Grievance File Contents**

PS Form 8190 (4 pgs)  
Request for Information (6 pgs)  
Employee Moves Report (20 pgs)  
OTDL (2 pgs)  
Requests for Steward Time (59 pgs)  
Pre-Arbitration Agreements (10 pgs)  
Step B Decisions (40 pgs)  
M-00884 (2 pgs)  
Arbitrator Britton's Award (19 pgs)  
Arbitrator Gudenberg's Award (12 pgs)  
Arbitrator Bahakel's Award (10 pgs)  
Union's Additions and Corrections (35 pgs)  
Weekly Schedule (2 pgs)

Request to Meet at Formal Step A  
Union's Charts (30 pgs)  
Hours Analysis Report (14 pgs)  
Time Limit Extensions (13 pgs)  
Union's Contentions (24 pgs)  
Arbitrator Barrett's Award (13 pgs)  
Management's Contentions (12 pgs)  
Arbitrator Naranjo's Award (8 pgs)  
Arbitrator Deinhardt's Award (13 pgs)  
Arbitrator Snow's Award (18 pgs)  
M-01943  
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**Payout Request History for Grievance  
21220291**

[HELP](#)

<p><b><u>Not Processed By Payroll</u></b></p> <p><input checked="" type="checkbox"/> New (Not yet sent to Payroll)</p> <p><input checked="" type="checkbox"/> Pending (Not back from Payroll)</p> <p><input checked="" type="checkbox"/> Submitted (Received acknowledgment from Payroll, awaiting processing)</p>	<p><b><u>Payroll Processed</u></b></p> <p><input checked="" type="checkbox"/> Paid (Back from Payroll without error)</p> <p><input checked="" type="checkbox"/> Payroll Error (Back from Payroll with error)</p>
<p>&lt; Back</p>	<p>Show History</p>

**New, Pending and Submitted Requests**

Status	GATS Code	App Seq	Request Amount	Last Name	First Name	SSN	Relevant PP	Requested By	Date Request
New		1	\$15.64	ADAMS	SHAWN	7654	PP22 FY2020	XCNXF0	06/04/20
New		1	\$23.31	EVALDEZ	MICHELLE	9183	PP22 FY2020	XCNXF0	06/04/20
New		1	\$31.57	CASTREJON	OMAR	3751	PP22 FY2020	XCNXF0	06/04/20
New		1	\$46.02	ROGERS	GREGORY	1669	PP22 FY2020	XCNXF0	06/04/20
New		1	\$61.21	GONZALES	CHRISTOPHER	9965	PP22 FY2020	XCNXF0	06/04/20
New		1	\$64.02	LERMA	ORLANDO	6528	PP22 FY2020	XCNXF0	06/04/20
New		1	\$66.67	GOMEZ	RUBEN	4675	PP22 FY2020	XCNXF0	06/04/20
New		1	\$67.41	PRICE	LEONARD	4633	PP22 FY2020	XCNXF0	06/04/20
New		1	\$69.33	MONTOYA	RUBEN	0567	PP22 FY2020	XCNXF0	06/04/20
New		1	\$74.49	SCRUGGS	TRACY	9392	PP22 FY2020	XCNXF0	06/04/20
New		1	\$74.49	CARDIEL	DIANA	1341	PP22 FY2020	XCNXF0	06/04/20
New		1	\$79.06	WILLIAMS	GEORGE	5945	PP22 FY2020	XCNXF0	06/04/20
New		1	\$134.23	SUMLIN	LALENA	8693	PP22 FY2020	XCNXF0	06/04/20
New		1	\$141.60	GOMEZ	MARK	2174	PP22 FY2020	XCNXF0	06/04/20
Total New:			\$949.05						
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											