



# RESOLVE



## STEP B DECISION

Step B Team:  
 USPS:  
 Rose Barner  
 NALC:  
 Jim Ruetze

District:  
 Rio Grande – Texas 3

Decision: **RESOLVE**  
 USPS Number: **G19N-4G-C 2118 8905**  
 Grievant: **Class Action**  
 Branch Grievance Number: **421-1603-21**  
 Branch: **421**  
 Installation: **San Antonio**  
 Delivery Unit: **Nimitz**  
 State: **TX**  
 Incident Date: **03/13-19/2021**  
 Informal Step A Meeting: **03/27/2021**  
 Formal Step A Meeting: **04/08/2021**  
 Step B Received: **04/16/2021**  
 Step B Decision Date: **06/02/2021**  
 Issue Code: **08.5450**  
 NALC Subject Code: **120051**



**ISSUE:** Did management violate Article 8.5 of the National Agreement by mandating Work Assignment (WA) carriers and non ODL carriers off their assignments when overtime desired list (ODL) carriers were available? If so, what is the appropriate remedy?

**DECISION:** The Dispute Resolution Team (DRT) mutually agreed to **RESOLVE** this grievance. The case file evidenced a violation of the National Agreement. The letter carriers in the table below are compensated in the amounts by their names. Non-ODL carriers who were improperly assigned to work overtime were compensated at additional 100% of their straight time rate. ODL carriers were compensated for the missed overtime opportunities at the rate of pay they would have earned if they had done the work. Management shall 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.

Employee	EIN	Hrs @100%	OT Hours	POT Hours	Remedy
Davidson, KB	02075319	1.35			\$39.83
Bernal, RR	03523860	2.66			\$78.47
Gaona, RF	04235148	6.75			\$199.13
Loera, PR	04571739	2.35			\$69.33
Whitney, MS	04297913	5.17			\$152.52
Flores, E	04629941	3.79			\$111.81
Estorga, E	04249091	2.65			\$78.18
Tsai, E	04736006	8.10			\$238.95
Lopez, V	03505139	5.09			\$150.16
Benavides, MA	04409367	0.50			\$14.75
Portugal, PI	04487802		2.76	2.46	\$267.27
Armeli, MN	04330319		0.23	9.63	\$578.35
Lara Jr, JS	03666287		0.55	1.50	\$112.84
Marin, RC	01977196		1.43	4.64	\$337.04
Herrera, C	04540623		4.91	6.77	\$616.70
Dietz, DD	03490500		1.52	2.01	\$185.85