

RESOLVE



STEP B DECISION

USPS Step B: Richard Ketchum	Decision:	RESOLVE
NALC Step B: Jim Ruetze	USPS Number:	G19N-4G-C 2216 2812
	Grievant:	Class
	Branch Grievance Number:	421-0379-22
	Branch:	421
	Installation:	San Antonio
Dispute Resolution Team: Rio Grande	Delivery Unit:	NECA
District: Texas 3	State:	TX
	Incident Date:	02/19-25/2022
	Informal Step A Initiated:	03/05/2022
	Formal Step A Meeting:	03/22/2022
	Received at Step B:	03/23/2022
	Step B Decision Date:	05/23/2022
	Issue Code:	08.5450
	NALC Subject Code:	120051

ISSUE: Did management violate Article 8.5 of the National Agreement by mandating non-ODL (Overtime Desired List) carriers on and off their assignments and into overtime when auxiliary assistance was 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 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 an 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 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.

Carrier	EIN	100% Hrs	OT Hrs	POT Hrs	REMEDY
Nefford, MS	03461916	1.95			\$57.53
De La Garza, R	02106895	0.93			\$27.44
Bailey, JP	03515981	1.45			\$42.78
Guzman, FD	04070303	1.86			\$54.87
Rodriguez, DM	04357039	1.96			\$57.82
Saldaña, A	01991826	1.25			\$36.88
Tolle, RW	02093962	6.20			\$182.90
Akeroyd, A	01973506	2.10			\$61.95
Hernandez, JG	02241366	1.25			\$36.88
Kelly, JW	02328172	0.87			\$25.67
Sanchez-Alicea, G	02408414	1.25			\$36.88
Amescua, LV	03459958	1.25			\$36.88
Garza, R	04085694	1.25			\$36.88
Reyes, R	01949924		0.72	2.55	\$182.31
Coronel, JO	01954010		0.00	2.47	\$145.73
Cochrane, AJ	04611318		1.08	2.99	\$224.20

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Palmer, MD	03244905		0.49	2.72	\$182.16
Yeakel Jr, RE	02282873		0.00	3.55	\$209.45
Roel, AM	04065998		1.65	2.58	\$225.23

EXPLANATION: This grievance concerns the assignment of overtime among full-time letter carriers at the Northeast Carrier Annex in San Antonio, Texas during the week of February 19-25, 2022. During the week cited, management assigned overtime to non-ODL and WA carriers off their assignments while city carrier assistants (CCAs) were available at the regular overtime rate, and ODL carriers were available at the penalty overtime rate.

The union contended management violated Article 8 by mandating non-ODL and WA carriers to work on and off their assignments prior to maximizing the ODL carriers, city carrier assistants (CCAs), and Part Time Flexibles (PTFs). The union contended when management mandates full-time carriers to work overtime outside of the provisions of Article 8.5, harm is done to both the mandated carriers and the carriers who would have performed the work if management had assigned it properly.

The union requested all ODL and CCA carriers be awarded overtime and penalty overtime. The union requested 100% of the straight rate of pay for the aggrieved non-ODL and WA carriers.

Management contended at Formal Step A that carriers who had less than eight hours of work on their assignments were given extra work to make up the “undertime.”

The DRT reviewed the case file and determined there were violations of Article 8.5 for the week of September 25-October 1, 2021 when the overtime among full-time carriers were not assigned in accordance with the provisions of Article 8.5. The case file included several PS Forms 3996 showing not only that the carriers informed management of the need for overtime on their assignments, but that management also assigned overtime to full-time carriers who were not on the ODL. Overtime for non-ODL carriers *on their own assignments* is governed by the Letter Carrier Paragraph, which is found on page 8-14 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 ODL.

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.

Implementing Memorandum on Letter Carrier Paragraph. A memorandum of understanding signed December 20, 1988 (M-00884) before requiring letter carriers not on the ODL or Work Assignment List to work overtime on their own route on a regularly scheduled day.

CCAs are considered as auxiliary assistance. Accordingly, management **must seek** to use CCAs at either the straight-time or regular overtime rate prior to 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:

- PTFs at the straight-time or regular overtime rate
- CCAs 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 ODL 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 ODL 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. [Emphasis Added]

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).

Page 8-18 of the 2021 JCAM provides in pertinent part (with emphasis added at Step B):

8.5.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. [Emphasis Added]

For Work Assignment carriers and Carrier Technicians on the work assignment list, the following JCAM language from pages 8-21 and 8-22 address 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 Added]


Carrier Technicians on the Work Assignment List are considered available for overtime on any of the routes on their string. Subject to the penalty overtime exceptions discussed above, this provision should be applied as follows:

- A Carrier Technician who has signed for Work Assignment overtime has both a right and an obligation to work any overtime that occurs on any of the five component routes on a regularly scheduled day.
- When overtime is required on the regularly scheduled day of the route of a carrier who is on the ODL and whose Carrier Technician is on the Work Assignment List, the Carrier Technician is entitled to work the overtime.
- When overtime is required on the regularly scheduled day of the route of a carrier who is on the Work Assignment List and whose Carrier Technician is also on the Work Assignment List, the regular carrier on the route is entitled to work the overtime.

With respect to management's contention that they assigned "kickoffs" (off-assignment overtime) to carriers based on the "rule of reason," the DRT agreed the rule of reason in Article 8.5 only applies to overtime on a carrier's own route and is limited to travel time to provide assistance.

The DRT agreed some of the union's claims were without merit because some carriers the union claimed could have provided assistance were unavailable.

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



Richard Ketchum
USPS Step B Representative



Jim Ruetze
NALC Step B Representative

cc:

LR Manager, Southern Area
NALC Region 10 NBA
District HR Manager
District LR Manager
USPS Formal Step A: Monèe Davis

NALC Branch President
NALC Formal Step A: Raul Reyes
District Manager
Postmaster
DRT File

Grievance File Contents

PS Form 8190 - 2 pgs
M-01964
Union Contentions - 4 pgs
Daily Undertime Sheet
Work Evaluation Consultation
Prior Step B Decision - 7 pgs
Request for Formal Step A Meeting - 3 pgs
Request for Information
Request for Information/Time/Meeting - 3 pgs
Request for Information

Request for Steward Time
Schedule - 2 pgs
Management Contentions - 8 pgs
PS Forms 3996 - 6 pgs
Hours Analysis Report - 17 pgs
RIMS Messages - 6 pgs
Union Spreadsheets - 11 pgs
Employee Moves Report - 14 pgs
ODL Signup Sheet

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		1	\$25.67	KELLY	JOSEPH	4041	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$27.44	DELAGARZA	RUBEN	3875	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$36.88	SALDANA	ALFREDO	6917	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$36.88	SANCHEZ-ALICEA	GILBERTO	6120	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$36.88	HERNANDEZ	JUAN	5220	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$36.88	AMESCUA	LUIS	5846	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$36.88	GARZA	ROSALBA	1034	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$42.78	BAILEY	JONATHAN	9598	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$54.87	GUZMAN	FRED	1439	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$57.53	NEFFORD	MICHAEL	1540	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$57.82	RODRIGUEZ	DAVID	6879	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$61.95	AKEROYD	AMELIA	0281	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$145.73	CORONEL	JOSE	5589	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$182.16	PALMER	MICHAEL	5415	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$182.31	REYES	RAUL	0743	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$182.90	TOLLE	RONALD	9162	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$209.45	YEAKEL	ROBERT	8568	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$224.20	COCHRANE	AMELIA	4091	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
New		1	\$225.23	ROEL	AARON	7322	PP5 FY2022	VY5GH0	05/25/2022	Details	Delete	Edit
Total New: \$1,864.44												
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												