



M-00750

**UNITED STATES POSTAL SERVICE**  
Labor Relations Department  
475 L'Entant Plaza, SW  
Washington, DC 20260-4100

April 28, 1987

Mr. Lawrence Hutchins  
Vice President  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, D.C. 20001-2197

Dear Mr. Hutchins:

Recently Jim Burroughs met with David Noble in prearbitration discussion of HLN-5H-C 27400, Sacramento, CA. The question in this grievance involved the preparation and delivery procedures concerning flat size mail with detached address label cards for use on city delivery foot and city delivery park and loop routes.

It was mutually agreed to full settlement of this case as follows:

1. When a single detached address card mailing is to be delivered, the address label cards are cased and the unaddressed flats are placed at the back of the regular flat bundle.
2. When two detached address label card mailings are identically addressed (intended for the same deliveries), and both mailings are to be delivered on the same day:
  - a. The address label cards for both mailings are cased, the unaddressed flats for each mailing are collated together and the appropriate number placed at the back of the regular flat bundle. When the address label cards are delivered, the appropriate unaddressed flat pieces are obtained from the back of the flat bundle and delivered along with the address label cards.
  - b. An alternative is to case the address label cards for both mailings, collate the unaddressed flats from one mailing with the regular flats and place the appropriate number of unaddressed flats from the remaining mailing at the back of the regular flat bundle. When the address label cards are delivered,

Mr. Lawrence Hutchins

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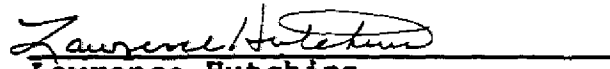
the appropriate unaddressed flat piece from one mailing is obtained along with the regular flats and the appropriate unaddressed flat piece from the remaining mailing is obtained from the back of the flat bundle. Both are delivered along with the address label cards. NOTE: If the unaddressed flats represent less than 100% coverage in a swing or relay, this alternative is not desirable since it would require the carrier to refer back to the address label cards that were previously cased in order to determine the precise deliveries for which the unaddressed flats are intended.

- c. These procedures do not apply to portions of routes where delivery is to apartment buildings, NDCBUs, or other similar central delivery points. In those instances it may not be necessary to collate the unaddressed flat pieces. Additionally, these procedures do not apply on curblin deliveries served by motorized routes or curblin deliveries that may be on a portion of a park and loop route.
3. When swings, loops, etc. of two detached address label card mailings are not identically addressed (intended for the same deliveries) and these mailings are to be delivered on the same day, it is not appropriate to carry the unaddressed flats for both mailings at the back of the regular flat bundle.

Please sign and return the enclosed copy of this letter acknowledging your agreement to settle this case, withdrawing HLN-5H-C 27400 from the pending national arbitration listing.

Sincerely,

  
George S. McDougald  
General Manager  
Grievance and Arbitration  
Division

  
Lawrence Hutchins  
Vice President  
National Association of Letter  
Carriers, AFL-CIO



**CARRIE**

Vincent R. Sombrotto  
President

Washington, D.C. 20001

NE 00730

**REQUEST FOR ARBITRATION**

GRIEVANT: **[REDACTED]**  
 BRANCH: **111/ Sacramento, CA**  
 DEPT. **[REDACTED]**  
 CASE NO. **111-21-C-2780**  
 REGIONAL CASE NO. **111-21-C-2780**  
 NALC CASE NO. **11-43-1-11**  
 DECISION RENDERED **11/11/85**  
 DATE/STEP 4  
 DECISION: **6-21-85**

DEAR SIR:

PLEASE BE ADVISED THAT PURSUANT TO ARTICLE XV, SECTIONS 2 AND 4 OF THE NATIONAL WORKING AGREEMENT, I HAVE AUTHORIZED AND HEREBY REQUEST CERTIFICATION OF THE ABOVE-CAPTIONED CASE FOR ARBITRATION. IN REPLY, PLEASE REFER TO THE ABOVE-CAPTIONED CASE NUMBER.

VERY TRULY YOURS,

VINCENT R. SOMBROTTO  
PRESIDENT

CC: NATIONAL BUSINESS AGENT



M-00750

UNITED STATES POSTAL SERVICE  
475 L'Enfant Plaza, SW  
Washington, DC 20260

JUN 21 1985

Mr. Joseph H. Johnson, Jr.  
Director, City Delivery  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, D.C. 20001-2197

Re: Branch  
Sacramento, CA 95813  
HLN-5H-C 27400

Dear Mr. Johnson:

On January 22, 1985, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The issue in this grievance is whether management improperly required letter carriers to deliver two sets of marriage mail on the same day.

The facts in this case indicate that management received two sets of marriage mail for delivery by letter carriers. Management directed the carriers to case the detached labels that accompany the marriage mail, but to deliver the unaddressed pieces in accordance with the April 7, 1980, Settlement Agreement.

The union contends that management violated the M-41 Handbook by requiring the carriers to deliver the two sets of marriage mail on the same day without first collating these pieces. Thus, the union further contends that the carriers were improperly required to carry 4 bundles.

It is the position of the Postal Service that there are no specific guidelines in the M-41 Handbook regarding the handling and delivery of multiple sets of marriage mail on the same day. In the instant case, the carriers were permitted to case the detached labels for both sets of mailings. Additionally, they were directed to carry the unaddressed flat pieces in accordance with the April 17, 1980, Settlement Agreement.

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WASHINGTON, D. C.

Mr. Joseph H. Johnson, Jr.

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Based upon the above considerations, this grievance is denied.

Time limits were extended by mutual consent.

Sincerely,

*Leslie Bayliss*

Leslie Bayliss  
Labor Relations Department



**APPEAL TO STEP 4**

DATE: 10-18-84

M-00750

SENIOR ASSISTANT POSTMASTER GENERAL  
EMPLOYEE AND LABOR RELATIONS  
UNITED STATES POSTAL SERVICE  
WASHINGTON, D.C. 20260

FROM: NATIONAL BUSINESS AGENT

Brian Farris  
NBA-NALC  
1124 W. Chapman  
Orange, CA 92668

CARRIER	REGIONAL NO.	GRIEVANT (OR CLASS)	POST OFFICE
	WIN-SH-C-27400	Branch	Sacramento, Ca.

DEAR SIR: SINCE  NALC  USPS BELIEVE(S) THIS CASE INVOLVES AN INTERPRETIVE ISSUE UNDER THE NATIONAL AGREEMENT (OR SOME SUPPLEMENT THERETO OF GENERAL APPLICATION), I AM APPEALING THE ABOVE-CAPTIONED CASE TO STEP 4 OF THE GRIEVANCE PROCEDURE, PURSUANT TO ARTICLE XV, SECTION 2, OF THE NATIONAL AGREEMENT.

DATE STEP 3 DENIAL RECEIVED: 10-9-84

STEP 3 DECISION RENDERED BY: R. Hanner

VIOLATION INCLUDING BUT NOT LIMITED TO: 3,19

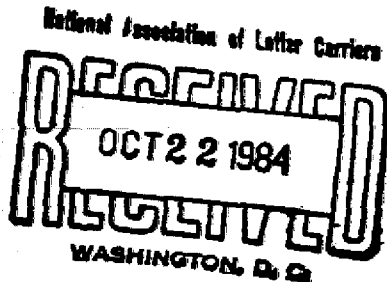
CORRECTIVE ACTION REQUESTED: Management immediately stop requiring carriers to carry four bundles.

DESIGNATED NALC REPRESENTATIVE AT STEP 4: Joseph Johnson  
Dir. of City Delivery  
NALC  
100 Indiana Ave. N.W.  
Washington, D.C. 20001

SINCERELY YOURS.

*Brian Farris*

NATIONAL BUSINESS AGENT



CC: REGIONAL DIRECTOR FOR ELR  
NATIONAL OFFICER, NALC  
BRANCH PRESIDENT, NALC

NATIONAL OFFICE COPY





M-00750

UNITED STATES POSTAL SERVICE  
Western Regional Office  
San Bruno, CA 94099

September 26, 1984

Mr. Brian Farris  
National Business Agent  
N.A.L.C.  
1124 West Chapman Avenue  
Orange, CA 92668

WIN-5H-C-27400  
NALC/Branch  
Sacramento, CA 95813-9998

Dear Mr. Farris:

This grievance was reviewed at Step 3 on Wednesday, September 26, 1984, by your designee William Young, and R. L. Hanner, Labor Relations Representative, Region.

On 6/12/84 and 6/19/84, two sets of marriage mail were cased, creating a four-bundle system. Union alleges such is unsafe and results in more carrier street time. Such is deemed by management to be more efficient and not in conflict with established procedures. The remedy requested is denied.

In our judgment, the grievance involves an interpretive issue(s) pertaining to the National Agreement or a supplement thereto which may be of general application, and thus may only be appealed to Step 4 in accordance with the provisions of Article XV of the National Agreement.

Sincerely,

Robert L. Hanner  
Labor Relations Representative, Region

cc: W. Young



OCT 9 1984



GRIEVANCE  
APPEAL TO **3**  
M-00750

DATE: **September 7, 1984**

TO: REGIONAL DIRECTOR, EMPLOYEE AND LABOR RELATIONS  
UNITED STATES POSTAL SERVICE  
**850 Cherry Ave.  
San Bruno, Ca. 94099**

FROM: **BRANCH PRESIDENT**  
**George J. Bartos, Jr.**  
**3609 Marconi Ave.**  
**Sacramento, Ca. 95821**

BRANCH GR.#	GRIEVANT'S NAME	GRIEVANT'S S.S.#	JOB CLASSIFICATION	STATION
<b>B148-84C</b>	<b>Class</b>		<b>City Carriers</b>	<b>Town &amp; Country</b>

PURSUANT TO ARTICLE XV, SECTION 2 OF THE NATIONAL AGREEMENT, WE HEREBY APPEAL TO STEP 3 THE DECISION AT STEP 2 OF THE POSTMASTER OR DESIGNEE **Joyce Ong, Labor Relations Assistant** OF THE **Sacramento MSC** INSTALLATION, RENDERED ON **8-23-84** AND RECEIVED ON **8-27-84**

THE FOLLOWING INFORMATION WILL HOPEFULLY ASSIST THE PARTIES IN QUICKLY RESOLVING THIS PROBLEM. TO DISCUSS THIS GRIEVANCE FURTHER, KINDLY CONTACT OUR NATIONAL BUSINESS AGENT **Brian Farris** AT (ADDRESS) **1124 West Chapman Ave., Orange, Ca. 92668** OR BY PHONE **(714) 997-8480**

VIOLATION: INCLUDING BUT NOT LIMITED TO NATIONAL (ART. & SECT.) **3, 19** LOCAL (ART. & SECT.)  
OTHER GROUNDS: **N-41**

NATURE OF GRIEVANCE: DATE, TIME, & LOCATION: **June 12, 1984 Town & Country Station**

WHAT HAPPENED: **On June 12, 1984, two sets of marriage mail (Advo & Pennysaver) were cased into the carrier cases, creating a four bundle system. The four bundle system was again used on June 19, 1984. The Union contends that requiring carriers to carry four bundles is in violation of the National Agreement and applicable handbooks and Manuals.**

CORRECTIVE ACTION REQUESTED: **That management immediately stop requiring carriers to carry four bundles.**

**RECEIVED**

**SEP 10 1984**

NATIONAL BUSINESS AGENT, NALC  
POSTMASTER

**George J. Bartos, Jr.**  
BRANCH PRESIDENT

*George J. Bartos, Jr.*  
SIGNATURE

GRIEV-4 (REV. 1979)

NBA FILE COPY







M-00750

**United States  
Postal Service**  
August 23, 1984

George J. Bartos, Jr.  
President, Branch 133, NALC  
3609 Marconi Avenue  
Sacramento, CA 95821-5309

Dear Mr. Bartos:

On August 13, 1984, I met with your representative, Executive Vice-President, Robert Martinez, on Class Action Grievance #B148-84C filed by the NALC. Also in attendance was Charles Henry, Acting Labor Relations Assistant.

Issue: Creation of a four-bundle system.

Remedy requested: Management immediately stop requiring the carriers to carry four bundles.

Union's position: See Standard Grievance Form. In addition, the union cited Section 222b of the M-41 Carriers' Handbook which prescribes a two-bundle system for foot carriers. Carrying four bundles is unsafe and results in the carrier using more time on the street.

Management's position: See PS Form 2608. In addition, management states that marriage mail is delivered in a similar way as samples. Address cards are cased in with the letter mail. The flats or samples are placed in the carrier's satchel and are delivered with the address cards to the corresponding address.

Neither the National Agreement nor applicable handbooks and manuals prohibit the casing and delivering of two sets of marriage mail. Management has the right under Article 3 of the National Agreement to, "Maintain the efficiency of the operations entrusted to it; to determine the methods, means, and personnel by which such operations are to be conducted...". The union has failed to show that carrying four bundles is a safety hazard.

For the above stated reasons, this grievance is denied.

Sincerely,

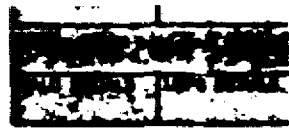
Joyce Ong  
Labor Relations Assistant  
Sacramento, CA 95813-9405

JO:mk



Pursuant to Article XV, Section 2, this form must be used to appeal a grievance to Step 2.

M-00750



# STANDARD GRIEVANCE FORM

DATE <b>July 5, 1984</b>		BRANCH GRIEV. NO. <b>B148-840</b>	USPS NO.
TOP U.S.P.S. STEP 2 DESIGNEE (NAME & TITLE) <b>James Gould, Labor Relations</b>		INSTALLATION <b>Sacramento, Ca. 95813</b>	PHONE—OFFICE <b>921-4443</b>
FROM BRANCH NO. <b>133 NALC</b>	BUSINESS ADDRESS <b>3609 Marconi Ave. Sacramento, Ca. 95821</b>		
STEP 2 AUTHORIZED UNION REP. <b>Bob Martinez, Exec Vice President Br 133</b>		PHONE—OFFICE <b>485-4133</b>	PHONE—OTHER <b>485-4347</b>
STEP 1 MEETING: HELD ON (DATE/TIME) <b>June 25, 1984</b>	BETWEEN U.S.P.S. REPRESENTATIVE <b>Harry Johnson</b>	AND GRIEVANT	STEWARD <b>Tom Flack</b>
GRIEVANT'S NAME (OR CLASS) <b>Class</b>			PHONE
HOME ADDRESS		CITY	STATE ZIP
JOB CLASSIFICATION <b>City Carriers</b>	CRAFT SENIORITY DATE	USPS SENIORITY DATE	DUTY HOURS
STATION OR BRANCH <b>Town &amp; Country</b>		SOCIAL SECURITY NO.	VETERAN YES <input type="checkbox"/> NO <input type="checkbox"/>
OFF DAYS <input type="checkbox"/> ROTATING	FIXED—CHECK AS APPLICABLE SA <input type="checkbox"/> SU <input type="checkbox"/> M <input type="checkbox"/> T <input type="checkbox"/> W <input type="checkbox"/> TH <input type="checkbox"/> F <input type="checkbox"/>	LEVEL	STEP REG. PTR PTF
STEP 1: RENDERED ON (DATE/TIME) DECISION <b>June 29, 1984</b>	BY (NAME & TITLE) <b>Clarence Craig, Manager</b>		SUPERVISOR'S INITIALS (UPON REQUEST)

PURSUANT TO ARTICLE XV OF THE NATIONAL AGREEMENT, WE HEREBY APPEAL TO STEP 2, THE FOLLOWING GRIEVANCE.  
 VIOLATION: INCLUDING BUT NOT LIMITED TO NATIONAL (ART. & SECT.) 3, 19 LOCAL (ART. & SECT.)  
 OTHER GROUNDS: 2-41

FACTS: WHAT HAPPENED On June 12, 1984, two sets of marriage mail (Adv & Pennysaver) were eased into the carrier cases, creating a four bundle system. The four bundle system was again used on June 19, 1984.

ADDITIONAL SHEET ATTACHED

UNION CONTENTIONS: REASONS FOR GRIEVANCE That requiring carriers to carry four bundles is in violation of the National Agreement and applicable handbooks and manuals.

ADDITIONAL SHEET ATTACHED

CORRECTIVE ACTION REQUESTED: That management immediately stop requiring carriers to carry four bundles.

BRANCH PRESIDENT/DESIGNEE James I. Rivas, Jr. SIGNATURE [Signature]