



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

JUL 30 1987

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

Re: Branch  
 Oak View, CA 93022  
 H4N-5G-C 33464

Dear Mr. Hutchins:

On June 25, 1987, 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 may create a new form by combining three existing forms (3996, 1813 and 1571) into one.


After reviewing this matter, we mutually agreed that no national interpretive issue is fairly presented in this case. We further agreed that there is no dispute at the national level on this issue. This is a local dispute, therefore, it is suitable for regional determination by applying the provisions of ASM 324.12.

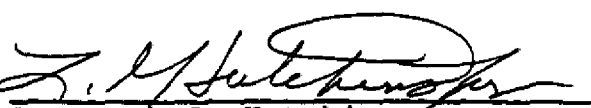
We agreed to remand this case to the parties at Step 3 to determine whether the proper procedures were followed and for further processing, including arbitration if necessary.

Please sign and return the enclosed copy of this letter as your acknowledgment of agreement to remand this case.

Time limits were extended by mutual consent.

Sincerely,

*for*   
 Bertram J. Wilson  
 Grievance & Arbitration  
 Division

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



# National Association of Letter Carriers (AFL-CIO)

## APPEAL TO STEP 4

DATE: 12/22/86

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

FROM: NATIONAL BUSINESS AGENT  
William H. Young  
NBA - NALC  
1124 W. Chapman Ave.  
Orange CA 92668

CARRIER	REGIONAL NO.	GRIEVANT (OR CLASS)	POST OFFICE
"0"	W4N-5T-C-33464	Class	Ventura 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: 12/15/86

STEP 3 DECISION RENDERED BY: David H. English

VIOLATION INCLUDING BUT NOT LIMITED TO: 19

CORRECTIVE ACTION REQUESTED:

The Union requests that Management cease and desist using or issuing this form to Letter Carriers. The Union requests that the proper and authorized forms be used in accordance with the M-41 Handbook. The Union also requests that all such forms issued and used be removed from all files and records and the proper forms substituted with the proper information.

DESIGNATED NALC REPRESENTATIVE AT STEP 4: Halline Overby

SINCERELY YOURS,

*William H. Young*  
NATIONAL BUSINESS AGENT

RECEIVED

DEC 31 1986

RECORDS CONTROL OFFICE  
NALS, WASHINGTON, D.C.

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

NATIONAL OFFICE COPY



**NBA'S GRIEVANCE CASE COMMENTS**

ATTACH TO GRIEVANCE CASE SUMMARY (GRIEV-3)

DATE: 12/22/86

**TO: NATIONAL OFFICER****FROM: NATIONAL BUSINESS AGENT**

**Malline Overby**  
**Asst. Secretary-Treasurer, NALC**  
**100 Indiana Avenue N.W.**  
**Washington, D.C. 20001**

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

REGIONAL GRIEVANCE NO.	BRANCH	CITY	STATE
W4N-5T-C-33464	2902	VENTURA	CA

**COMMENTS:**

THIS SAME ISSUE BEEN APPEALED AT SEVERAL CITIES, AND PENDING STEP 4

**MANAGEMENT'S POSITION AT STEP 3:**

May be used as all essential information is there.

ARBITRATION RECOMMENDATION:  EXPEDITED  REGULAR  NATIONAL LEVEL  NO

**STATE REASONS:**

ATTACH TO GRIEVANCE CASE SUMMARY (GRIEV-3)

ORIGINAL TO NATIONAL OFFICE



D

UNITED STATES POSTAL SERVICE

Western Regional Office  
San Bruno, CA 94099-0001

Mr. Brian Farris, NALC  
National Business Agent  
1124 W. Chapman Avenue  
Orange California 92668-2829

DEC 12 1986

City *Ventura*

Grievant *Branch*

W4N-5 *F-C 33464*

Dear Mr. Farris:

This will confirm Step 3 hearing between your designee Tom Young and myself concerning the above grievance on *12/10/86*

*Management may use the combined form as the essential information is there.*

Based upon the above, this grievance is denied.

In our judgment, the grievance does not involve an interpretive issue pertaining to the National Agreement nor any supplement thereto which may be of general application. Unless the union believes otherwise, the case may be appealed directly to regional arbitration in accordance with the provisions of Article 15 of the National Agreement.

Sincerely,

*David H. English*  
David H. English, Regional  
Labor Relations Executive

cc: PMDHR:OF:FICR

030 RECEIVED  
NBA-NALC  
WILLIAM H. YOUNG

DEC 15 1986



**NATIONAL ASSOCIATION OF Letter Carriers (AFL-CIO)**

GRIEVANCE  
APPEAL TO **3**

DATE: Sept. 4, 1986

TO: REGIONAL DIRECTOR, EMPLOYEE AND LABOR RELATIONS  
UNITED STATES POSTAL SERVICE

FROM: BRANCH PRESIDENT

850 Cherry Ave.  
San Bruno, Calif. 94099

Jon Gaunce  
Branch #2902 NALC  
7238 Canby Ave.  
Reseda, Calif. 91335

BRANCH GR.#	GRIEVANT'S NAME	GRIEVANT'S S.S.#	JOB CLASSIFICATION	STATION
6TV44CEVS	Class Action	N/A		Ventura

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 Refused to meet considered denied  
OF THE Ventura INSTALLATION, RENDERED ON see above AND RECEIVED ON \_\_\_\_\_

ATTACHMENTS (CHECK):



STANDARD  
GRIEVANCE FORM



STEP 2  
DECISION



UNION CORRECTIONS OR ADDITIONS  
TO STEP 2 DECISION (IF FILED)

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 W. Chapman Ave. OR BY PHONE 997-8480  
Orange, Calif. 92668

VIOLATION: INCLUDING BUT NOT LIMITED TO NATIONAL (ART. & SECT.) Art. 19 Art. 5 LOCAL (ART. & SECT.) \_\_\_\_\_  
OTHER GROUNDS: M-41 Section 280 & 451, 452

REASONS FOR APPEAL: Management refused to meet at Step 2. It is the Union's contention  
that Management has violated Section 280 of the M-41 handbook and Article 5  
of the Nat'l Agreement in issuing the new Form 3996-1813-1571 to Letter Carriers.  
The Union contends that this is not a proper Form and ~~it~~ its use should  
be discontinued. The Union contends that this new form is also in violation  
of Section 451 and 452 of the M-41.

CORRECTIVE ACTION REQUESTED: The Union requests that Management cease and desist using  
or issuing this form to Letter Carriers. The Union requests that the proper and  
authorized forms be used in accordance with the M-41 Handbook. The Union also  
requests that all such forms issued and used be removed from all files and  
records and the proper forms substituted with the proper information.

SEP 5 1986

SEP 2 1986

cc: NATIONAL BUSINESS AGENT, NALC  
POSTMASTER

Jon Gaunce  
BRANCH PRESIDENT/DESIGNEE  
  
SIGNATURE



# National Association of Letter Carriers (AFL-CIO)

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

WITHDRAWN	RECEIVED
DATE	
NALC INITIALS	USPS INITIALS

## STANDARD GRIEVANCE FORM

DATE June 24, 1986	BRANCH GRIEV NO 6TV44CEVS	U.S.P.S. NO
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TO: U.S.P.S. STEP 2 DESIGNEE (NAME & TITLE) <b>Bob Herrera, OIC</b>	INSTALLATION <b>Ventura</b>	PHONE—OFFICE
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FROM: BRANCH NO <b>2902 NALC</b>	BUSINESS ADDRESS <b>7238 Canby Reseda, Calif. 91335</b>
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STEP 2 AUTHORIZED UNION REP. <b>Jon Gaunce, President</b>	PHONE—OFFICE <b>996-1291</b>	PHONE—OTHER
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STEP 1 MEETING: HELD ON (DATE/TIME) <b>June 10, 1986</b>	BETWEEN U.S.P.S. REPRESENTATIVE <b>John Kramer</b>	AND GRIEVANT	STEWARD <b>Joe Nicosia</b>
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GRIEVANT'S NAME (OR CLASS) <b>Class Action/Branch #2902 NALC</b>	PHONE
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HOME ADDRESS <b>7238 Canby Reseda, Calif. 91335</b>	CITY	STATE	ZIP
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JOB CLASSIFICATION <b>Letter Carrier Craft</b>	CRAFT SENIORITY DATE <b>N/A</b>	USPS SENIORITY DATE <b>N/A</b>	DUTY HOURS <b>N/A</b>
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STATION OR BRANCH <b>Ventura-EVS</b>	SOCIAL SECURITY NO. <b>N/A</b>	VETERAN YES <input type="checkbox"/> NO <input type="checkbox"/>
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OFF DAYS <input checked="" 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 <b>N/A</b>	STEP	REG	UNION-SEE	RESERVE-SEE	PTR	PTF
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STEP 1: RENDERED ON (DATE/TIME) <b>June 16, 1986</b>	BY (NAME & TITLE) <b>John Kramer</b>	SUPERVISOR'S INITIALS (UPON REQUEST)
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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.) **Art. 19 Art. 5** LOCAL (ART. & SECT.)  
 GROUNDS: **M-41 Section 280**

FACTS: WHAT HAPPENED On Monday June 2, 1986, Letter Carriers at Ventura were issued a ~~XXM~~ form 3996-1813-1571 (See exhibit #1). Letter Carriers were issued this form in place of PS Form 3996.

ADDITIONAL SHEET ATTACHED

UNION CONTENTIONS: REASONS FOR GRIEVANCE It is the Union's contention that management in Ventura has violated Section 280 of the M-41 Handbook in issuing the form to Letter Carriers. The Union contends that this is not a proper nor authorized form and it's use should be discontinued.

ADDITIONAL SHEET ATTACHED

CORRECTIVE ACTION REQUESTED: The Union requests that management cease and desist issuing ~~XXM~~ this form to Letter Carriers. The Union requests that the proper and authorized forms be used in accordance with the M-41 Handbook. The Union also requests that all such forms issued be removed from all records and the proper forms substituted with the correct information.

BRANCH PRESIDENT/DESIGNEE Jon Gaunce SIGNATURE