



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

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

Re: H7N-4M-C 7533
Class Action
Flint, MI 48502

Dear Mr. Hutchins:

Recently a meeting was held with the NALC Director of City Delivery, Brian Farris, to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.


The issue in this grievance is the National Agreement was violated by the issuance of an accident incident letter.


After reviewing this matter, we mutually agreed that no national interpretive issue is fairly presented in this case. Letters such as these are not appropriate. Management will discontinue issuing these letters.

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

Time limits were extended by mutual consent.

Sincerely,


Dominic D. Scova, Jr.
Grievance and Arbitration
Division


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

DATE 3/23/89



APPEAL TO STEP 4

DATE July 7, 1988

FROM NATIONAL BUSINESS AGENT
Jack R. Sebolt
National Business Agent
K-I-M Region - NALC
2722 E. Michigan Avenue #102
Lansing, MI 48912-4080

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

CARRIER	REGIONAL NO	GRIEVANT (OR CLASS)	POST OFFICE
CAU	C7N-4M-C 7533	Class Action	Flint, Michigan

DEAR SIR

PURSUANT TO ARTICLE XV, SECTION 2, OF THE NATIONAL AGREEMENT I AM APPEALING THE ABOVE-CAPTIONED CASE TO STEP 4 OF THE GRIEVANCE PROCEDURE

DATE STEP 3 DENIAL RECEIVED: 6-22-88

STEP 3 DECISION RENDERED BY: Stephen Bushelman

VIOLATION INCLUDING BUT NOT LIMITED TO: Article 19

CORRECTIVE ACTION REQUESTED: Management cease and desist from issuing "incident letters".

DESIGNATED NALC REPRESENTATIVE AT STEP 4: Contract Administration Unit.

SINCERELY YOURS,
Jack R. Sebolt
NATIONAL BUSINESS AGENT

Certified #P609132102

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

UNITED STATES POSTAL SERVICE
CENTRAL REGIONAL OFFICE

Chicago, IL 60699

DATE: C7N-4M-C 7533 5/20/88
OUR REF: CLASS ACTION
FLINT MI 48502-9998
112-33-88
SUBJECT: Step 3 Decision

TO: Mr. Jack Sebolt
National Business Agent
National Association of Letter Carriers
2722 East Michigan, Suite 102
Lansing, MI 48912-4080

DECISION: DENIAL
DATE: 6/22/88
ARTICLE CODE: 14-01-01

Dear Mr. Sebolt:

Pursuant to the terms and obligations as set forth in Article 15 of the 1987 National Agreement, management and union designees met at Step 3 of the grievance procedure. The results of that meeting on the above-referenced case are as follows:

No violation demonstrated. Therefore the grievance is denied.

Interpretive Issue
(circle)

Non-Interpretive Issue
(circle)

Stephen W. Bushelman
Step 3 Management Designee

6/22/88
Received On

Fred...

Received By
The Union's signature on this denial only indicates the date and time the decision was received.



National Association of Letter Carriers (AFL-CIO)

M-00912

GRIEVANCE
APPEAL TO **3**

DATE: **May 17, 1988**

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

FROM: **BRANCH PRESIDENT**

**Mathew Perkins
521 W. Court St.
Flint, MI 48503**

Chicago, IL 60699

BRANCH GR.#	GRIEVANT'S NAME	GRIEVANT'S SS #	JOB CLASSIFICATION	STATION
112-33-88	Class Action			Northwest Annex

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 **Wm. B. Schwartz, Postmaster/Manager** OF THE **Flint** INSTALLATION, RENDERED ON **5-4-88** AND RECEIVED ON **5-11-88**

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 **Jack Sebolt**

AT ADDRESS: **2722 E. Michigan Ave. Lansing, MI 48912** OR BY PHONE

VIOLATION: INCLUDING BUT NOT LIMITED TO NATIONAL (ART. & SECT.) **19** LOCAL (ART. & SECT.)

REASONS FOR APPEAL: **In accordance with the Flint Safety Action Plan, incident letters are issued to accident repeaters advising them their safety record is unacceptable.**

CORRECTIVE ACTION REQUESTED: **Management shall cease and desist from this practice or any other remedy that may be deemed appropriate.**

RECEIVED

MAY 19 1988

Jack R. Sebolt

Mathew Perkins

Mathew Perkins

NATIONAL BUSINESS AGENT, NALC
POSTMASTER



United States
Postal Service

Flint, MI 48502-9998

May 9, 1988

Re: Appeal Rec'd: 5-3-88
Grievant: Class Action
Case No.: NA609-88
Code No.:
DEN

NALC
521 W. Court Street
Suite 102
Flint, MI 48503-5097

Attn: D. Morse

In accordance with Article 15, Section 2, of the 1987 National Agreement, the above captioned grievance was discussed with you by my designee, Rita Clouthier, Labor Relations Representative, on May 4, 1988.

After careful consideration of all relevant facts and contentions presented, it is my decision your grievance is denied.

Relevant Facts: The safety office issues a letter to any employee acquiring a number of accidents. This accident record letter outlines those accidents which have occurred during an individual's Postal career. The union views this letter as a type of punitive discipline and requests management cease the issuance of those letters.

Contractual Provisions Involved: Management is charged with having violated Article 19 of the 1987 National Agreement.

Basis For Denial: The safety office has been issuing accident record letters for the past several years. The purpose of this letter is to bring to the attention of an individual their accident record and act as a reminder to an individual to be more careful for their personal safety. The issue of the accident record letter has been grieved in the past and the Postal Service's position has been upheld in arbitration (C8N-4BC 25827). It was found the Postal Service performs a reasonable management function when it took the measure of bringing an individual's attention to their accident record.

The designee could find no violation of the Articles cited. Accordingly the grievance is denied.

Sincerely,

Dennis M. Telford
William E. Schwartz
MSC Postmaster/Manager

cc: Supervisor, L. Woods
Director, City Operations

*Rec'd
5/17/88*



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

M-00912

STANDARD GRIEVANCE FORM

TO: U.S.P.S. STEP 2 DESIGNEE (NAME & TITLE)		INSTALLATION	DATE	BRANCH GRIEV. NO.	U.S.P.S. NO.										
		Main Off.		A-11											
FROM: BRANCH NO.	BUSINESS ADDRESS		PHONE—OFFICE												
256	531 W. Court														
STEP 2 AUTHORIZED UNION REP.		PHONE—OFFICE		PHONE—OTHER											
O. Morse		333-6681													
STEP 1 MEETING HELD ON (DATE/TIME)	BETWEEN U.S.P.S. REPRESENTATIVE	AND GRIEVANT	STEWARD												
4/25/88	L. Woods		O. Morse												
GRIEVANT'S NAME (OR CLASS)					PHONE										
Class Action															
HOME ADDRESS		CITY	STATE	ZIP											
JULY CLASSIFICATION		DRAFT SENIORITY DATE	U.S.P.S. SENIORITY DATE	DUTY HOURS											
SECTION OF BRANCH		SOCIAL SECURITY NO.		VETERAN											
u/w Annex				YES <input type="checkbox"/> NO <input type="checkbox"/>											
OFF. DAYS	FIXED—CHECK AS APPLICABLE	SA	SU	M	T	W	TH	F	LEVEL	STEP	REG.	PTA	PTB	PTR	PTF
ROTATING		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
STEP 1 DECISION	RENDERED ON (DATE/TIME)	BY (NAME & TITLE)				SUPERVISOR'S INITIALS (UPON REQUEST)									
	4/25/88	L. Woods													

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) 19 LOCAL (ART & SECT)
 GROUNDS

FACTS: WHAT HAPPENED *On 4/16/88 a new safety action plan was read on the workroom floor stating incident letters would be issued to those carriers with unacceptable safety records.*

ADDITIONAL SHEET ATTACHED

POSITION CONTENTIONS: REASONS FOR GRIEVANCE *This is a type of punitive discipline that cannot be addressed within the contracts, handbooks or manuals.*

ADDITIONAL SHEET ATTACHED

CORRECTIVE ACTION REQUESTED: *The new safety action plan be revised deleting section 2 paragraph C or any other remedy that may be deemed appropriate.*

O. Morse

UNITED STATES POST OFFICE

Flint, Michigan 48502-9998

DATE: April 1, 1988

OUR REF: WEM/BB/rkw

SUBJECT: Safety Action Plan
Flint MSC

TO: Robert S. Bates
Field Division General Manager/Postmaster
Grand Rapids Division
Grand Rapids MI 49599-9998

The Flint Safety Action Plan is composed of four elements.

1. Management Involvement:

- A. Managers will know their safety goals and have their performance measured each A/P.
- B. Problem unit Managers will have safety interviews with the appropriate MSC Director.
- C. Problem areas will be addressed in the Communicator.

2. Employee Awareness:

- A. All employees will have safety talks weekly.
- B. Employees suffering accidents will have one on one safety training recorded on individual training record PS Form 2548.

~~C. Accident reports will be reviewed by accident investigators with an updated list of all accidents and safety problems will be distributed to all employees.~~

3. Program Visibility:

- A. Each office will have a safety bulletin board/scoreboard.
- B. Increased street safety observations will be conducted.

4. Monitoring and Follow Up:

- A. Each office will be monitored weekly by 1769 and flash. Problem units will be visited.
- B. Each unit that currently shows a year-to-date safety problem will be conferred with and will furnish a safety plan based on their individual safety problems.

William H. Schwartz
William H. Schwartz
MSC Postmaster/Manager
Flint, MI 48502-9998

Brandon Burton
Brandon Burton
MSC Director, Field Opn.
Flint, MI 48502-9992

W. E. Morrison
W. E. Morrison
MSC Director, City Opn.
Flint, MI 48502-9997