



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

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

Re: H4N-5C-C 36660
BRANCH
Gardena, CA, 90247

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 whether local management has improperly established part-time regular router positions in contravention to the provisions of the Router Memorandum of Understanding.

Item 3, of the September 21, 1988, Router Assignment Instructions states that "Router positions should be maximized to full-time, 8-hour positions to the extent practicable."

As described in this instant matter, the utilization of the part-time routers is inconsistent with the intent of the aforementioned memorandum.

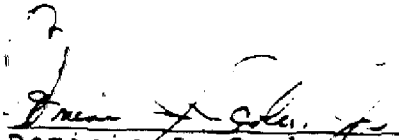
Accordingly, we agreed to remand this case to the parties at Step 3 for further processing (including arbitration if necessary.)

page 2
Lawrence G. Hutchins


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,



Dominic J. Scola, Jr.
Grievance & Arbitration
Division



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

DATE 4-5-57

Enclosure

RECEIVED

1957 APR 5

CONTRACT ADMINISTRATION
UNIT

U.S. POSTAL SERVICE ROUTING SLIP	Dept., Office or Room No.:	Approval Signature Comment See Me As Requested Information Read and Return Read and File Necessary Action Investigate Recommendation Prepare Reply
To: 1		
2		
3		
4		
5		
From: NICK SCOLA		Extension: 2373
Date: 5-Apr-1989		Room No.:
<p>Remarks:</p> <p>IN REVIEWING THESE FILES, A DETERMINATION WAS MADE, WITH BOTH DELIVERY SERVICES AND LABOR RELATIONS, THAT THE INTENT OF THE ROUTER MEMO WAS NOT ADHERED TO. WHAT PRECLUDES THE ROUTERS FROM REPORTING FOR DUTY PRIOR TO THE SCHEDULED ARRIVAL OF THE AFTERNOON MAIL OR, IF THIS IS NOT ACCEPTABLE, WHY NOT EXTEND THE ROUTERS' ENDING TOUR AFTER THE CLOSE OF THE OFFICE? THE ROUTERS COULD, POSSIBLY, HAVE THEIR OWN KEY, AND YOU MIGHT BE ABLE TO REDUCE YOUR TOTAL NUMBER OF ROUTERS.</p> <p>THESE ARE ONLY OFFERRED AS ALTERNATIVES TO WHAT IS DEMONSTRATED BY THE FILE.</p>		

*PROPOSED
Attachment
TO WTR i 2 OFFICES*



APPEAL TO STEP 4

DATE 12/31/87

ASSISTANT POSTMASTER GENERAL
LABOR RELATIONS DEPT
UNITED STATES POSTAL SERVICE
WASHINGTON, D C 20260-4100

FROM NATIONAL BUSINESS AGENT

William H. Young
NBA-NALL
1124 W. Chapman
Grange, CA 92606

CARRIER	REGIONAL NO	GRIEVANT (OR CLASS)	POST OFFICE
CAU	441-50-C-30000	CLASS	GARDENA, CA

DEAR SIR SINCE I NALC ~~X~~ 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

12/23/87 - REVISED DECISION

STEP 3 DECISION RENDERED BY

CAROL MOORE

VIOLATION INCLUDING BUT NOT LIMITED TO

1, 7, 41

CORRECTIVE ACTION REQUESTED

...THAT ROUTER POSITIONS CREATED IN GARDENA POST OFFICE BE POSTED IN THE LETTER CARRIER CRAFT FOR FULL-TIME REGULAR EMPLOYEES TO BID ON. ALSO, THE EMPLOYEES WHO ARE WORKING ON THESE ASSIGNMENTS RECEIVE WORK OR PAY IN LIEU OF UP TO 8 HOURS FROM 12/1/80, UNTIL FINAL RESOLUTION OF THIS GRIEVANCE.

DESIGNATED NALC REPRESENTATIVE AT STEP 4

CONTRACT ADMINISTRATION UNIT
NATIONAL ASSN. OF LETTER CARRIERS
100 INDIANA AVENUE N.W.
WASHINGTON, D.C. 20001

RECEIVED

SINCERELY YOURS

William H. Young
NATIONAL BUSINESS AGENT

CC: ...

REGIONAL DIRECTOR FOR ELR
NATIONAL OFFICER NALC
BRANCH PRESIDENT NALC



D/4

UNITED STATES POSTAL SERVICE
Western Regional Office
San Bruno, CA 94099-0001

DEC 22 1987

Mr. William Young, NALC
National Business Agent
1124 West Chapman Avenue
Orange, CA 92668-2829
Bell, CA 90201-9998

SUPPLEMENTAL DECISION

Gardena CA 90247
NALC/Branch
W4X-50-C 36660

Dear Mr. Young:

This will confirm the Step 3 meeting on December 18, 1987, between your designee Bill Heintz and myself concerning the above grievance.

As discussed, at issue in this case is the union's contention that local management has improperly established part-time regular employees as routers in contravention to the provisions of the Router Memorandum which is part of the 1987-1990 National Agreement.

As further discussed, and based upon the information of record, it is the Postal Service position that Paragraph 3 of the aforementioned memorandum provides for part-time router work assignments. Based upon the operational circumstances of this office the establishment of part-time regular employees in such positions does not constitute a contractual violation of the National Agreement.

In view of the foregoing, the grievance is denied.

In our judgment, the grievance involves an interpretive issue 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 15 of the National Agreement.

Sincerely,

J. Carson Moore
J. Carson Moore, Regional
Labor Relations Executive

cc: PM:DHR:OF:FIC
Bill Heintz

DEC 23 1987



National Association of Letter Carriers (AFL-CIO)

M-00915

GRIEVANCE APPEAL TO **3**

DATE 1/21/86

FROM BRANCH PRESIDENT

REGIONAL DIRECTOR EMPLOYEE AND LABOR RELATIONS
UNITED STATES POSTAL SERVICE

850 Cherry Ave.
San Bruno, CA 94099

Jordan Ercu-
Branch 1100, NALC
150 N. Fender Rd.
Orange, CA 92665

BRANCH GR #	GRIEVANT'S NAME	GRIEVANT'S SS #	JOB CLASSIFICATION	STATION
GP-1195-060	Branch 1100-NALC	N/A	Letter Carrier	Main Office

PURSUANT TO ARTICLE XV SECTION 2 OF THE NATIONAL AGREEMENT WE HEREBY APPEAL TO STEP 3 THE DECISION AT STEP 2 OF THE POSTMASTER'S DESIGNEE
OF THE SEE ATTACHED INSTALLATION RENDERED ON 1/13 AND RECEIVED ON 1/15

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

BY MAIL: 1100 Cherry Ave. OR BY PHONE: 714 922 3422
Orange, CA 92665

ISOLATION: INCLUDING BUT NOT LIMITED TO NATIONAL (ART 3 SECT 1) 3 LOCAL (ART 3 SECT 1) 3
OTHER GROUNDS

REASONS FOR APPEAL: SEE ATTACHED

CORRECTIVE ACTION REQUESTED:

[Faded text area, likely containing a list of grievances or actions]

NATIONAL BUSINESS AGENT NALC
POSTMASTER

DATE: Jan 21 1986
SIGNATURE: William Hart
BRANCH PRESIDENT

GRIEVANT'S NAME BRANCH 1.00-NALC

GRIEVANCE NUMBER GP-1.95-86C

FACTS

On 10-24-86, a notice was posted in the Gardena Post Office that 6 newly created Part-time Regular position would be established (ex-1). The duties of this position were to perform Router functions from 9:00 to 7:30, 5 days a week, on a rotating basis. The employer included a statement concerning transfer to a Part-time Regular position.

The Unions signatory to this Agreement were not consulted with prior to creating this new position.

Article 41, Section 1, establishes positions currently designated in the Letter Carrier Craft of which a Router is one. Article 41, B, establishes method of posting of assignments to which a letter carrier is entitled to bid.

Article 7, section 1A, and 2 establishes two categories of employees which are considered Regular work force.

Article 41, section 2 B1, restricts to only full-time regular city letter carriers on bidding on preferred letter carrier craft duty assignments, router included. Section 2B2, establishes that Part-time Regular letter carrier are considered a separate category and seniority for assignment and other purposes.

CONTENTION

The Union contends the establishment of a Router Position, and is a Part-time Regular bid assignment, is inconsistent with the National Agreement.

Article 41, establishes positions, method of posting, bidding, and who is declared successful bidder in the Letter Carrier Craft. Router is a current designated position of the Letter Carrier Craft and under Article 41, Section 2 B 1, restricts to only full-time regular city letter carriers on bidding on preferred letter carrier craft duty assignments.



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-00915

TO CHAIRMAN	SECRET
DATE	
NAME INITIALS	USPS DIST.

STANDARD GRIEVANCE FORM

DATE	BRANCH CARRIER NO	USPS NO
10-24-86	GR-1195-86C	
TO: U.S.P.S. STEP 2 DESIGNEE NAME & TITLE Don Miller SPO		PHONE - OFFICE (213) 327-9114
FROM: BRANCH NO 1100		BUSINESS ADDRESS 150 N. Feldner Rd., Orange Ca. 92668
STEP 2 AUTHORIZED UNION REP Rev QUIROZ, Shop Steward		PHONE - OFFICE (714) 633-1073
STEP 1 MEETING HELD ON DATE/TIME 10-20-86		BETWEEN: U.S.P.S. REPRESENTATIVE C. BOUZA, Supr. Mails + Delivery
AND GRIEVANT AND/OR STEWARD Ray Quiroz		PHONE - OTHER
GRIEVANT'S NAME AND CLASS CLASS		PHONE
HOME ADDRESS		CITY STATE ZIP
JOB CLASSIFICATION Letter Carriers	UNIT SENIORITY DATE	SERVICE SENIORITY DATE
STATION OR BRANCH Gardena M.C.	VEHICLE SECURITY NO.	VETERAN <input type="checkbox"/> YES <input type="checkbox"/> NO
EMPLOYEE STATUS <input type="checkbox"/> ACTING <input type="checkbox"/> FULL-TIME AS EMP.	LEVEL	STEP
STEP 1 DECISION 10-24-86	BY NAME & TITLE Cesar Bouza Supr. Mails + Delivery	SUPERVISOR'S INITIALS (UPON REQUEST)

PURSUANT TO ARTICLE XV OF THE NATIONAL AGREEMENT WE HEREBY APPEAL TO STEP 2 THE FOLLOWING GRIEVANCE LOCAL (ART & SECT.) NATIONAL (ART & SECT.)

VISIONS INCLUDING BUT NOT LIMITED TO NATIONAL (ART & SECT.) 41 - Sec 1 LOCAL (ART & SECT.)

GROUND(S)

FACTS AND UNION CONTENTIONS: DATE, TIME & LOCATION

WHAT HAPPENED Part-time regular positions being established as router positions.

See attached.

CORRECTIVE ACTION REQUESTED This part-time regular positions be opened for bid to the full-time regular carriers as a full-time position. That router positions be posted for bid in the letter carrier craft as a full-time letter carrier craft position as outlined in Article 41 - Section 1

Jordan Brown

[Handwritten signature]



M-00915

United States
Postal Service
CASPER, CA 90227-9998

September 24, 1986

ATTENTION ALL OFFICES

NEW Part-Time Regular positions are being established. These positions will require Part-Time Regular employees. The hours will be approximately 7:00 AM to 7:30 AM, five days a week (rotating).

Anyone wishing to transfer to the Part-Time Regular work force please contact LeVana Melore, in Personnel.

For W. Neller
For W. Neller
Supv. Postal Operations
Casper, CA 90227-9998