



M-01262

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

July 19, 1983

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: P. Volland  
Selah, WA 98942  
HIN-5D-C 12264

Dear Mr. Johnson:

On June 17, 1983, we met to discuss the above-captioned grievance at the fourth step of our contractual grievance procedure.

The matters presented as well as the applicable contractual provisions have been reviewed and given careful consideration.

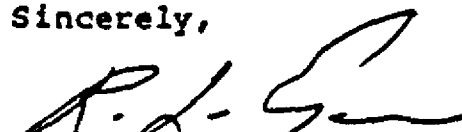
We mutually agreed that there was no interpretive dispute between the parties at the national level as to the meaning and intent of Article 19 of the National Agreement as it concerns route inspections.

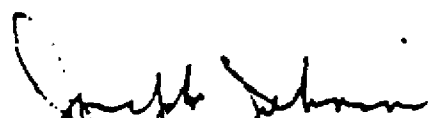
Pursuant to 271, M-39 Handbook, the regular carrier may request a special mail count if, during any six consecutive weeks, the route shows over 30 minutes overtime or auxiliary assistance on each of three days or more in each week during the period. The special mail count should be granted where the carrier's work performance is otherwise satisfactory.

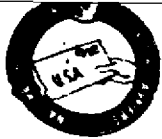
The absence of the regular carrier during a portion of the period is not currently a controlling factor.

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

Sincerely,

  
Robert L. Eugene  
Labor Relations Department

  
Joseph Johnson, Jr.  
Director, City Delivery  
National Association of Letter  
Carriers, AFL-CIO



**APPEAL TO STEP 4**

M-01262

DATE **May 9, 1983**

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

FROM: NATIONAL BUSINESS AGENT

**Jim Edgemon**  
**2300 Oakmont Way, Suite 211**  
**P. O. Box 1269**  
**Eugene OR 97440**

CARRIER	REGIONAL NO.	GRIEVANT (OR CLASS)	POST OFFICE
<b>J</b>	<b>WLN-5D-C-12264</b>	<b>Phillip Volland</b>	<b>Yakima, Washington</b>

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: **April 26, 1983**

STEP 3 DECISION RENDERED BY: **Max Morelock, Regional Labor Relations Representative**

VIOLATION INCLUDING BUT NOT LIMITED TO: **Article 41, Section 3 (S) of the National Agreement.**

CORRECTIVE ACTION REQUESTED: **The Union requests that a special inspection be conducted on C-2 per 272 of the M-39 Handbook.**

DESIGNATED NALC REPRESENTATIVE AT STEP 4:

**Joseph H. Johnson, Jr., Director of  
City Delivery  
National Association of Letter Carriers  
Washington, D. C. 20001**

SINCERELY YOURS,

**Enclosures:**

- 1. Standard Grievance Form**
- 2. Step 2 decision**
- 3. Step 3 decision**

NATIONAL BUSINESS AGENT

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



M-01262

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

April 22, 1983

RECEIVED

APR 26 1983

JIM EDGEMON, NBA  
National Association Letter Carrier

Jim Edgemon  
National Business Agent  
NALC, AFL-CIO  
P.O. Box 1269  
Eugene, OR 97440

Selah, WA 98942  
NALC/P. Volland  
WIN-5D-C 12264

Dear Mr. Edgemon:

During grievance discussions with you on Wednesday, April 13, 1983, the above indicated grievance was reviewed and the position of the U.S. Postal Service is as follows:

This grievance is denied. The reason for denial is that the basis for special inspections within section 270 of the M-39 handbook is that the regular carrier on that specific route should be the sole determination of the six week criteria and not some other carrier such as vacation relief or sick and non-scheduled days off. In this instance, the regular carrier did not accumulate six weeks of date to support a need for a special inspection, the fact is that he was on his own route only 30% of the time.

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,

Max Morelock  
Regional Labor Relations Representative

Certified Receipt #199 376



# National Association of Letter Carriers (AFL-CIO)

M-01262

GRIEVANCE  
APPEAL TO **3**

DATE: 23 March 1983

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

FROM: BRANCH PRESIDENT

Western Regional Office  
San Bruno, CA 94099

Br. 852  
POB #10852  
Yakima, WA -98909

BRANCH GR.#	GRIEVANT'S NAME	GRIEVANT'S S.S.#	JOB CLASSIFICATION	STATION
Mic-002	Phillip Volland	[REDACTED]	Letter Carrier	Selah, WA 98942

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 Marjorie F. Smith OF THE Tacoma, WA INSTALLATION, RENDERED ON March 14, 1983 AND RECEIVED ON March 16, 1983

THE FOLLOWING INFORMATION WILL HOPEFULLY ASSIST THE PARTIES IN QUICKLY RESOLVING THIS PROBLEM. TO DISCUSS THIS GRIEVANCE FURTHER, KINDLY CONTACT OUR NATIONAL BUSINESS AGENT Jim Bigeman AT (ADDRESS) POB 1269, Eugene, OR 97440 OR BY PHONE 503-484-1269

VIOLATION: INCLUDING BUT NOT LIMITED TO NATIONAL (ART. & SECT.) M-39 Sec 270-271-272 LOCAL (ART. & SECT.) Art 41 Sec 3S  
OTHER GROUNDS: \_\_\_\_\_

NATURE OF GRIEVANCE: DATE, TIME, & LOCATION: On 12-22-82 A request for a Special Mail Count and Inspection was submitted.  
WHAT HAPPENED: No Special Mail Count and Inspection was completed within four weeks of request.

CORRECTIVE ACTION REQUESTED: The request for a Special Mail Count and Inspection to be complied with in all details. The count and inspection to be conducted upon settlement of this grievance.

cc. NATIONAL BUSINESS AGENT, NALC  
POSTMASTER

*Paul L. Michaels*  
BRANCH PRESIDENT  
**Paul Michaels**



**United States  
Postal Service**

March 14, 1983

Cert #P222 087 091

Paul Michael  
Steward, NALC  
U.S. Post Office  
Selah WA 98942

Subject: Appeal to Step 2, NALC Mic-002  
Violation: Article 41.3S  
Grievant: Phillip Volland

The above grievance was discussed with you at Step 2 of the grievance procedure on March 4, 1983 at the Selah Post Office.

This grievance concerns a request for a special mail count and inspection for the Grievant's City Route 2. The Union contends that the request was submitted on 12-22-82 and that the count and inspection were not completed within 4 weeks of the request. They further state that the route shows over 30 minutes of overtime or auxiliary assistance on each of 3 days or more in each week over a 6 consecutive week period, Oct. 18 through Nov. 27, 1982.

The Union requests that the request for a special mail count and inspection be complied with in all details, and that the count and inspection be conducted upon settlement of this grievance.

Management did receive the request for the count and inspection on 12-22-82. However, the Postmaster stated that he felt there had been an agreement made between Management and the Union for a one-day count which might lead to authorization of a full route inspection. This one-day count was not made since the Union proceeded through the grievance procedure. The Postmaster sent a six-week time card analysis and volume figures for the 2 Selah city routes to the MSC Director of Customer Services on 02-04-83. The MSC Director response on 02-10-83 was that the statistics reflect poor work performance on the part of the carriers.

This grievance is denied based on my interpretation of Section 271g of the M-39 Management of Delivery Services Handbook. The regular carrier must carry the route over the 6-week period; a PTF carrier was on this route 4 of the 6 weeks. In addition there is the question of unsatisfactory work performance. The request does not meet the criteria for a special route inspection.

*Marjorie F. Smith*  
Marjorie F. Smith  
Labor Relations Representative  
Tacoma WA 98413

cc: Director, Cust. Serv.

Recd  
16 MAR 83



# 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-01262

WITHDRAWN	RESOLVED
DATE	
NALC INITIALS	USPS INITIALS

## STANDARD GRIEVANCE FORM

TO: U.S.P.S. STEP 2 DESIGNEE (NAME & TITLE) <b>Don Buck, Postmaster</b>		INSTALLATION <b>Selah, Wa</b>	DATE <b>2-16-83</b>	BRANCH GRIEV NO <b>Mic-002</b>	U.S.P.S. NO
FROM: BRANCH NO <b>852</b>	BUSINESS ADDRESS <b>POB 10852, Yakima, Wa 98909</b>		STEP 2 AUTHORIZED UNION REP <b>Paul Michael</b>		PHONE—OFFICE
STEP 1 MEETING: HELD ON (DATE/TIME) <b>2-2-83/0900am</b>		BETWEEN U.S.P.S. REPRESENTATIVE <b>Don Buck</b>	AND GRIEVANT <b>Phillip Volland</b>	STEWARDS <b>Paul Michael</b>	
GRIEVANT'S NAME (OR CLASS) <del>XXXXXXXXXXXX</del> <b>Phillip Volland</b>				PHONE <b>697-8363</b>	
HOME ADDRESS <b>Rt. 1 Box 1694</b>		CITY <b>SELMAH</b>	STATE <b>WN.</b>	ZIP <b>98942</b>	
JOB CLASSIFICATION <b>CARRIER</b>	CRAFT SENIORITY DATE <b>MAY 12, 1970</b>	USPS SENIORITY DATE <b>MAY 11, 1970</b>	DUTY HOURS <b>0725 AM 1515 PM</b>		
STATION OR BRANCH <b>SELMAH WN</b>		SOCIAL SECURITY NO <b>[REDACTED]</b>	VETERAN <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
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"/>	SAT <input type="checkbox"/>
STEP 1: RENDERED ON (DATE/TIME) DECISION <b>2-7-83/0800am</b>	BY (NAME & TITLE) <b>Don Buck, Postmaster</b>			SUPERVISOR'S INITIALS (UPON REQUEST) <b>[Signature]</b>	

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 41, Sec 3S LOCAL (ART & SECT.) \_\_\_\_\_ OTHER GROUNDS M-39 Sec 270-271-272 & Mail Sec 271

FACTS: WHAT HAPPENED A request for a Special Mail Count & Inspection was submitted on 12-22-82 and no Special Mail Count & Inspection was completed within four weeks of Request.

ADDITIONAL SHEET ATTACHED

UNION CONTENTIONS: REASONS FOR GRIEVANCE A Special Mail Count & Inspection was not completed within four weeks of request dated 12-22-82 as required by M39 Sec 271C.

ADDITIONAL SHEET ATTACHED

CORRECTIVE ACTION REQUESTED: The request for a special Mail Count and Inspection to be complied with in all details. The Count & Inspection to be conducted upon settlement of this grievance.

BRANCH REPRESENTATIVE: [Signature]