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MAY 11 2000

CONTRACT ADMINISTRATION UNIT  
N.A.L.C. WASHINGTON, D.C.

Mr. William H. Young  
Executive Vice President  
National Association of Letter  
Carriers, AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001-2144

RE: Q98N-4Q-C 00104081  
Washington, DC

Dear Mr. Young:

Recently, Dominic Scola of my staff met with Gary Mullins to discuss the above-captioned grievance initiated at the national level.

The issue in this grievance concerns the Postal Service's proposal to utilize a salary offset process to collect salary overpayments for quarterly anomaly payments processed in pay period 02-2000.

After reviewing this matter, we mutually agreed that the above-referenced grievance is resolved in accordance with the April 24, 2000 letter concerning salary offsets.

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

Time limits were extended by mutual consent.

Sincerely,

Doug A. Tulino  
Manager  
Labor Relations Polices and Programs

William H. Young  
Executive Vice President  
National Association of Letter  
Carriers, AFL-CIO

Date: 5/17/00



April 24, 2000

Mr. William H. Young  
Executive vice President  
National Association of  
Letter Carriers, AFL-CIO  
100 Indiana Avenue, NW  
Washington, DC 20001-2196

Dear Mr. Young:

This memo is in reference to the Postal Service's proposal to utilize an offset procedure for the purpose of making salary adjustments to employees overpaid for the quarterly anomaly in pay period 02-2000.

Please be advised that the Postal Service will not be utilizing the offset procedures to collect any overpayment. Collection of any funds for overpayment will be done in accordance with the established procedures outlined in Article 28 and Chapter 460 of the Employee and Labor Relations Manual. If you have any further questions regarding this matter, please contact Nick Scola of my staff at (202) 268-3820.

Sincerely,

A handwritten signature in cursive script that reads "Doug A. Tulino".

Doug A. Tulino  
Manager  
Labor Relations Policies and Programs

William H. Young  
Executive Vice President  
A. P. "Tony" Martinez  
Vice President  
William R. Yates  
Secretary-Treasurer  
Jane E. Broendel  
Asst. Secretary-Treasurer  
Gary H. Mullins  
Director, City Delivery  
Alan C. Ferranto  
Director, Safety & Health



Michael J. O'Connor  
Director, Life Insurance  
Thomas H. Young, Jr.  
Director, Health Insurance  
Joseph LaPlaca  
Director of Retired Members  
BOARD OF TRUSTEES  
Larry Brown, Jr., Chm.  
Daniel T. Rupp  
Randall L. Keller

100 Indiana Avenue, N.W., Washington, D.C. 20001-2144  
Telephone: (202) 393-4695

March 8, 2000

M-01415

Mr. Anthony Vegliante  
Vice President, Labor Relations  
U.S. Postal Service  
475 L'Enfant Plaza, SW, Room 9014  
Washington, D.C. 20260-4100

Certified No. Z 092 324 452

Dear Mr. Vegliante:

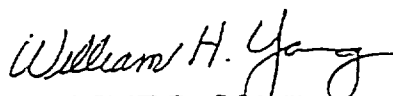
Pursuant to the provisions of Article 15, Section 3.D, I hereby initiate as a grievance at the Step 4 level the dispute concerning the Postal Service's proposal to employ salary off-sets to collect alleged salary overpayments.

As you are undoubtedly aware, the Postal Service recently made thousands of incorrect promotion pay anomaly lump payments as a result of an administrative error. We have been advised that the Postal Service proposes to correct certain of these errors by collecting alleged overpayments through a salary offset.

This action would violate numerous provisions of the National Agreement, including, but not limited to, Articles 5, 19 and 28 as well as the provisions of Subchapters 450 and 460 of the *Employee and Labor Relations Manual*.

This grievance should be discussed at the earliest possible opportunity.

Sincerely,

  
VINCENT R. SOMBROTTO  
President

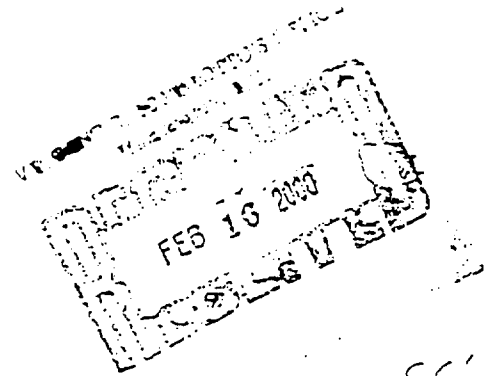
ANTHONY J. VEGLIANTE  
Vice President, Labor Relations

M-01415



1777

February 14, 2000



Mr. Vincent R. Sombrotto  
President  
National Association of Letter Carriers, AFL-CIO  
100 Indiana Avenue, N.W.  
Washington, DC 20001-2196

CC: [unclear]  
[unclear]  
[unclear]

Re: 1758

Subject: Promotion Pay Anomaly

Dear Vince:

As you will recall, I notified you on December 17, 1999, that the pay period 26 quarterly anomaly payment would be postponed until no later than pay period 06-2000. I have now been informed by Finance that the payment was processed in pay period 02; however, not without further problems. Apparently, as a result of loading the wrong file, the system processed payments based on anomalies experienced in pay periods 12 through 19 instead of pay periods 20 through 24; thus, resulting in both under and over payments.

According to Finance, steps are being taken to reprocess all payments within the correct time frame, and blend the results in with the next scheduled quarterly anomaly payment in pay period 06. Thus, employees who were underpaid will receive adjustments, and employees who were overpaid will have their negative amounts offset by any positive amounts from what they would have received in their pay period 06 payment. However, for those employees who were paid in pay period 02, but were not affected by the anomaly in pay periods 20 through 24, we intend to recover the erroneous payments through the established debt collection procedures. Finance roughly estimates that there are 2,080 such erroneously paid employees.

If there are questions regarding this matter, please contact Ed Ward at (202) 268-3812, or our Payroll Accounting representative, John Kinevich at (202) 268-2606.

I sincerely regret this error.

Sincerely,

*Anthony J. Vegliante*  
Anthony J. Vegliante