



American Postal Workers Union, AFL-CIO

STEP 2 GRIEVANCE
APPEAL FORM

CLASS ACTION or GRIEVANT NAME (Last Name First)		ADDRESS		CITY		STATE		ZIP		PHONE NO.	
Interbay, Class Action		2010 15th Ave W		Seattle		WA		98119			
EIN	CRAFT	LEVEL	STEP	DUTY HOURS		OFF DAYS		E-MAIL			
	37 - Clerk										
JOB NO./PAY LOCATION (UNIT/SEC/CR/STA/OFC)				WORK LOCATION CITY AND ZIP CODE				SENIORITY		PREF. ELIGIBLE	
				Interbay Carrier Annes							
STEP 2 AUTHORIZED UNION REP (NAME AND TITLE)				AREA CODE PHONE (OFFICE)				E-MAIL			
Donna Marshall				206 999-6904				Donna.gsalapwu@gmail.com			
LOCAL UNION PRESIDENT (NAME)						AREA CODE PHONE (OFFICE)		E-MAIL			
Myrna Umali						206 241 6038					
STEP 1 MEETING AND DECISION											
UNIT/SEC/BR/STA/OFC		POSTAL INSTALLATION LEVEL		STEP 1 MEETING		USPS REP - SUPR		INITIALS			
Interbay				10/09/2021		Mahall, Charat					
STEP 1 DECISION BY (NAME AND TITLE)						STEP 1 DECISION		STEWARD			
No Step 1								Marshall, Donna			
NATURE OF ISSUE			CONTRACT		LOCAL GRIEVANCE NO.			NATIONAL GRIEVANCE NO.			
Supervisors Performing Bargaining Unit Work					CS-421-21			EGS28-21-000925			
TO: USPS STEP 2 DESIGNEE (NAME AND TITLE)			INSTALLATION / SEC. CEN./ NDC			PHONE NO.		USPS GRIEVANCE NO.			
Phyllis Degrate			Seattle								
FROM: LOCAL UNION (NAME OF)			ADDRESS		CITY		STATE		ZIP		
GSAL			P.O. Box 48148		Seattle		WA		98166		
Pursuant to Article 15 of the National Agreement we hereby appeal to Step 2 the following Grievance alleging a Violation of (but not limited to) the following: NATIONAL, (Art./Sec.)											
LOCAL MEMO (ART/SEC) OTHER MANUALS, POLICIES, L/M MINUTES, ETC.											
See attached REVISED STEP 2 11/01/2021 PER STEP 2 MEETING											
DETAILED STATEMENT OF FACTS/CONTENTIONS OF THE GRIEVANT											
Supervisors has performed bargaining unit work in absence of a clerk. The union states this is a violation of the CBA Article 1.6.A and is an on-going issue when management displaces full time regular P. Pham outside of her bid assignment. The union states this is a violation of CBA Article 37.3.F.10.											
The dates supervisor's performed clerk duties includes duties normally performed by Pham Phuong of will -call, prepaid acceptance scans, sorting outgoing mail & acceptance of mail drop off, dispatch and clearing carriers of accountable items are from September 24 through 10/04/ 2021. The union charges the agency with 8 hours for each day clerk Phuong is absent to perform the PM operations.											
Full time regular PHAM PHUONG holds a mail processing bid 70340681 EIN #3504979 reporting time 1015-1915-60L-SU-ROT, performing duties of WILL-CALL, DISTRIBUTION OF STANDARD AND ALL OTHER CLASSES OF MAIL. PM CAGE, DISPATCH, PRS AND UBBM, MTE EQUIPMENT. SAT SCHEDULE 0830 AT MAGNOLIA PROLONGED STANDING. The agency has displaced her to perform prior sales service associate skills at the Magnolia finance.											
This station has been subject to supervisors performing bargaining unit work as an ongoing issue grieved in 2021 under local number CS-143-21, CS-163-21, CS-182-21, CS-247-21, CS-256-21, CS-281-201 and CS-304-21. Specifically CS-143-21 was understood that management is required to schedule a clerk to perform PM operations.											
This unit has bid reversions and has failed to maintain the efficiency of the operation. The union states that management has violated CBA Article 3. C. to maintain the efficiency of the operations entrusted to it; D. to determine the methods, means, and personnel by which such operations are to be conducted. The agency continues to fail to cooperate in good faith and resolve this issue at the lowest level with efforts to resolve this continued issue as described in the CBA Article 15.											
List of attached papers as identified											
Step1_GSAL-APWU Local 28_CS-421-21.pdf InformationRequest1_GSAL-APWU Local 28_CS-421-21.pdf Interbay BUW 9-24 to 10-4.pdf RFI rcd.pdf BUW statement 10-5 to 10-14.jpeg CorrectionsAndAdditions_GSAL-APWU Local 28_CS-285-21.pdf Step3_GSAL-APWU Local 28_CS-285-21.pdf CS-143-21 Step 2 Agreement.pdf Step2_GSAL-APWU Local 28_CS-421-21.pdf RFI on going.pdf Interbay work schedule.pdf TACS PP 22-1.pdf TACS PP 21-2.pdf											

CORRECTIVE ACTION REQUESTED

Compensate clerks at the appropriate rate for 9 days @ 72 hours supervisor performed bargaining unit work.
Compensate clerk Pham Phuong at out-of-schedule for dates of displacement and an additional 50% for improper scheduling outside of ODTL clerk.

Donna Marshall	Customer Service Clerk Craft Director	10/18/2021
SIGNATURE	TITLE OF AUTHORIZED LOCAL UNION REP.	DATE
SIGNATURE ON FILE		