



American Postal Workers Union, AFL-CIO

STEP 3 GRIEVANCE APPEAL FORM

CLASS ACTION or PERSON (Last Name First)	WORK LOCATION CITY, STATE, ZIP CODE	LOCAL GRIEVANCE NO.	NATIONAL GRIEVANCE NO.
APWU, Area Local 960	Redding 96002	C-83-23	EGS960-23-000096
DISCIPLINE (NATURE OF) OR CONTRACT (ISSUE)	CRAFT	STEP 2 DECISION RECEIVED ON	USPS GRIEVANCE NO.
Article 7.1.B	37 - Clerk	11/13/2023	

THE ABOVE GRIEVANCE IS BEING APPEALED TO STEP 3 - PROVIDE DATE: 11/17/2023

Labor Relations Appeals
United States Postal Service
P.O. Box 25398
TAMPA, FL 33622-5398

Please Check the 'Sent By' Box:



Mail:



Fax:



Email:

Any appeal from an adverse decision in Step 2 shall be in writing to Appeals/Employee Labor Relations Center (within fifteen (15) days) and shall state the reasons for the appeal. A copy will also be sent to the Employer's Step 2 Representative.

PLEASE CHECK APPROPRIATE BOX(ES):



USPS failed or refused to meet at Step 2



USPS failed to render a written Step 2 decision within the prescribed time limits and to provide union a full statement of the Employer's understanding of the (1) all relevant facts, (2) the contractual provisions involved, and (3) the detailed reasons for denial of the grievance.

This Appeal is in accordance with Article 15, Sec. 2, Step 2 (h) and Step 3 (a) for the following reasons:

In accordance with article 15.2.Step 2.h of the CBA, "The Union may appeal an adverse Step 2 decision to Step 3. Any such appeal must be made within fifteen (15) days after receipt of the Employer's decision unless the parties' representatives agree to extend the time for appeal." Due to Step 2 Designee and union steward not coming to a mutual agreement, grievance is being elevated to the Step 3 level.

The Union will contend that article 15.4.A of the CBA has been violated, that states, "The parties expect that good faith observance, by their respective representatives, of the principles and procedures set forth above will result in settlement or withdrawal of substantially all grievances initiated hereunder at the lowest possible step and recognize their obligation to achieve that end." When the Union has provided Step 4 settlement number Q10C-4Q-C 16035805/APWU-HQTC20151075 that specifically states the parties agree and affirm that Level 6 PSEs that staff Level 4 RMPOs may not be utilized outside their APO installation (bid cluster), and the Union gave local management a cease and desist by October 13, 2023, for usage of a PSE from a level 4 RMPO and a different bid cluster, and local management failed to abide, and continued to violate the agreement made in the step 4 decision, local management has violated article 15.4.A of the CBA.

The Union will contend article 7.1.B.6 of the CBA that specifically states, "In Level 22 and above offices, PSEs in retail/customer services (Function 4) who work the window will not exceed 10% of the career retail clerks in that installation whose duties include working the window. The rounding up rule of .5 and above applies," has been violated. The Redding Main Post Office has Steven Reyes listed as an 814 window PSE on record. Borrowing Danielle Kitchman, an 814 PSE from a level 4 office, violates the cap allowed to work within the level 22 office.

and we have attached the Step 2 appeal grievance form, the employers written Step 2 decision and our corrections and additions to the Step 2 decision if we submitted same to employer's Step 2 representative.

FROM: LOCAL UNION (NAME OF)	ADDRESS	CITY	STATE	ZIP
Area Local 960	PO Box 492997	Redding	CA	96049

COPY - LOCAL FILE

COPY - USPS STEP 2 DESIGNEE

SUBMIT UNION'S REGIONAL COPY WITH FILE TO : (or as instructed)

NATIONAL BUSINESS AGENT

American Postal Workers Union
Clerk National Business Agent "D"
Chuck Locke
1350 Old Bayshore Hwy. STE 370
Burlingame, CA 94010-1812

Sincerely

S. Wilson

Authorized Local Union Representative