

Local Grievance # _____

Issue Statement (Block 15 on PS Form 8190):

Did Management violate Article 41, Section 1.A.2 by failing to declare route [number] in the [Station/Post Office] vacant and posting it for bid after Letter Carrier [name], the regular assigned to route [number], worked continuously as a 204b beginning on [date] until [date]? If so, what should the remedy be?

Union Facts and Contentions (Block 17 on PS Form 8190):

Facts:

1. Letter Carrier [name] began a higher level detail as a 204b supervisor at the [Station/Post Office] on [date1] that lasted until [date2].
2. The local union branch # [number] received a copy of Letter Carrier [name]'s PS Form 1723 for the higher level assignment that began on [date1] and ended on [date2].
3. Letter Carrier [name] is the regular carrier assigned to route [number] in the [Station/Post Office].
4. The Employee Everything Report for Letter Carrier [name] for the period between [date1] and [date2] shows that Letter Carrier [name] failed to carry route [number] in the [Station/Post Office] at any time during this period and worked in a supervisory capacity for the duration of the period between [date1] and [date2].
5. The amount of time between [date1] and [date2] is [days], which is in excess of four months.
6. Article 41.1.A.2 of the National Agreement states:

Letter carriers temporarily detailed to a supervisory position (204b) may not bid on vacant Letter Carrier Craft duty assignments while so detailed. However, nothing contained herein shall be construed to preclude such temporarily detailed employees from voluntarily terminating a 204b detail and returning to their craft position. Upon return to the craft position, such employees may exercise their right to bid on vacant letter carrier craft duty assignments.

*The duty assignment of a full-time carrier detailed to a supervisory position, including a supervisory training program **in excess of four months shall be declared vacant and shall be posted for bid in accordance with this Article.** Upon return to the craft the carrier*

will become an unassigned regular. A letter carrier temporarily detailed to a supervisory position will not be returned to the craft solely to circumvent the provisions of Section I.A.2.

Form 1723, Notice of Assignment, shall be used in detailing letter carriers to temporary supervisor positions (204b). The Employer will provide the Union at the local level with a copy of Form(s) 1723 showing the beginning and ending of all such details.

Contentions:

1. Management violated Article 41.1.A.2 of the National Agreement by failing to declare route **[number]** in the **[Station/Post Office]** vacant and posting it for bid after Letter Carrier **[name]** worked continuously in a supervisory 204b capacity from **[date1]** to **[date2]**, a period of **[days]**, which is in excess of four months.

Remedy (Block 19 on PS Form 8190):

1. That management cease and desist violating of Article 41.1.A.2 of the National Agreement at the **[Station/Post Office]** in the future.
2. That management immediately declare route **[number]** in the **[Station/Post Office]** vacant and posting it for bid, or whatever remedy the Step B Team or an Arbitrator deems appropriate.



National Association of Letter Carriers Request for Steward Time

To: _____
(Manager/Supervisor)

Date _____

(Station/Post Office)

Manager/Supervisor _____,

Pursuant to Articles 17 and 31 of the National Agreement, I am requesting the following information to investigate a grievance concerning a violation of Article 41:

1. Employee Everything Reports from **[date1]** to **[date2]** for the following employee: **[name]**.
2. PS Form 1723 for **[name]**.

I am also requesting time to interview the following individuals:

1. **[name(s)]** at the **[Station/Post Office]**

Your cooperation in this matter will be greatly appreciated. If you have any questions concerning this request, or if I may be of assistance to you in some other way, please feel free to contact me.

Sincerely,

_____ Request received by: _____

Shop Steward
NALC

Date: _____



National Association of Letter Carriers Request for Steward Time

To: _____
(Manager/Supervisor)

Date _____

(Station/Post Office)

Manager/Supervisor _____,

Pursuant to Article 17 of the National Agreement, I am requesting the following steward time to investigate a grievance. I anticipate needing approximately _____ (hours/minutes) of steward time, which needs to be scheduled no later than _____ in order to ensure the timelines established in Article 15 are met. In the event more steward time is needed, I will inform you as soon as possible.

Your cooperation in this matter will be greatly appreciated. If you have any questions concerning this request, or if I may be of assistance to you in some other way, please feel free to contact me.

Sincerely,

_____ Request received by: _____

Shop Steward
NALC

Date: _____