

October 30, 2020

JAMES MILLER

APWU
COLUMBUS, OH 43218

Re: C18T-1C-C 20223893
CLASS ACTION 040850XR
COLUMBUS, OH 43218-9998

Dear Ms. Sigmon:

As a final and complete settlement of the subject case and without prejudice to the position of the United States Postal Service in this or any other case and with the understanding that this settlement shall not be cited by either party in any other grievance proceedings, or in any other forum, the following resolution has been reached between the parties: Management and Union agreed to withdraw the grievance after more information (staffing package) was given to the Union. And shall withdraw.

This resolution was not induced by threats, coercion or intimidation. The foregoing is the complete understanding of the parties and accepted as a complete settlement of the grievance.

The grievant voluntarily accepts the terms set forth above and waives the right to proceed further on the matters grieved by the processing of EEO complaints, grievances, court actions, or similar actions.

Sincerely,

James Wilson
Supervisor, Maintenance Operations

AMERICAN POSTAL WORKERS UNION AFL-CIO

STEP 2 APPEAL To ARBITRATION Grievance Form

#

GRIEVANT - PERSON OR UNION (FROM LINE 8) Class Action		WORK LOCATION CITY AND ZIP CODE (FROM LINE 10) CityGate P&DC, Columbus -		USPS GRIEVANCE
DISCIPLINE (NATURE OF) OR CONTRACT (ISSUE) Failure to provide Documentation		CRAFT Maintenance	DATE OF STEP 2 N/A	LOCAL GRIEVANCE # 040-850-XR

TO:

**LABOR RELATIONS APPEALS
U.S. Postal Service
PO Box 25398
Tampa, FL 33622-5398**

Check the box
Sent By:

Mail	<input checked="" type="checkbox"/>
Fax	<input type="checkbox"/>
Email	<input type="checkbox"/>

**USPS LR Certified
Labor Relations Ce**

DATE: 5-4-20

APWU C/A - 040-850-XR
Failure to Provide Documentation
Step 2 Appeal to Arbitration - 05/04/2020
Columbus LR Cert #: 7018-0680-0002-1447-9492
USPS LR Cert #: 7018-0680-0002-1447-9508

Please be advised that pursuant to Article 15, Section 2 Step 2(h) of the Collective Bargaining Agreement, the Union hereby is appealing the above-referenced grievance to arbitration. This appeal includes a copy of the Step 2 appeal form, the employer's written Step 2 decision and the Union's corrections and additions to the Step 2 decision if submitted.


Check if
Applicable

The Postal Service refused or failed to schedule a Step 2 meeting or render a written Step 2 decision within the prescribed time limits and to provide the Union a full statement of the Employer's understanding of (1) all relevant facts, (2) the contractual provisions involved, and (3) the detailed reasons for denial of the grievance.

LOCAL UNION (NAME OF)	ADDRESS	CITY	STATE	ZIP
APWU-COAL #232	1820 Northwest Blvd.,	Columbus,	Ohio	43212

- COPY - Local File
- COPY - USPS Step 2 Designee
- COPY - APWU Coordinator

SUBMIT UNION'S REGIONAL COPY WITH FILE TO:

Sincerely,

Authorized Union Rep.

National Business Agent

Craig Fisher NBA
APWU AFL-CIO
1435 Research Park Dr.
Dayton, OH 45432

APWU Columbus, Ohio Area Local #232

Please X check the Expedited or Regular Arbitration Panel box based on type of grievance listed below that may be appealed from Step 2, to arbitration pursuant to Step 2 (h) of the National Agreement. Note: Safety and Health grievances appealed to Step 2, pursuant to Art. 14.2, may also be appealed to arbitration using this

Expedited Arbitration Panel Issues:

Regular Arbitration Panel Issues:

- + AWOL
- + Letters of Warning
- + Suspensions of 14 Days or Less
- + Letter of Demand of Less Than \$2,000.
- + Withholding of Step Increases
- + Article 25 - Higher Level Assignments
- + Individual Grievances for: Overtime, Annual Leave, Sick Leave, Leave Without Pay, Court Leave, Restricted Sick Leave, Request for Medical Certification, Holiday Scheduling, Clerk Seniority Disputes

- + Suspensions of More Than 14 Days or Discharge
- + Indefinite Suspension Crime Situation
- + Emergency Procedure
- + LMOU Disputes - Grievances where the primary article(s) or dispute(s) being grieved is over the interpretation, application of, or compliance with the Local Memorandum of Understanding
- + Safety and Health

STEP 2 GRIEVANCE APPEAL FORM American Postal Workers Union, AFL-CIO

1 **Failure to Provide Documentation**

2 TO USPS STEP 2 DESIGNEE (NAME AND TITLE)

3 **APWU COAL** 1820 Northwest Blvd, Columbus, Ohio 43212

4 **Miller, James** (614) 486-4838

5 **Sigmon, Jennifer** (614) 486-4837

STEP 1 MEETING & DECISION

6 **Twin Rivers** DATE/TIME 04/17/20 13:36 USPS REP - SUPR Wesley White

7 **Wesley White** DATE AND TIME 4/17/2020 @ 13:36 INITIALS WW

8 **APWU** 1820 Northwest Blvd Columbus OH 43212

9 EMPLOYEE ID, NO. SERVICE BENIGNITY/CRAFT STATUS LEVEL STRP DUTY HOURS

10 **Twin Rivers** WORK LOCATION CITY AND ZIP CODE

11 Pursuant to Article 16 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.) **31.3, 15 and 17**

LOCAL MEMO (ART./SEC.) OTHER MANUALS, POLICIES, LHM MINUTRS, PTO.

12 DETAILED STATEMENT OF FACTS/CONTENTIONS OF THE GRIEVANT

The language of the **Collective Bargaining Agreement (CBA), Article 31.3, INFORMATION**, clearly states "The employer will make available for inspection by the Union all relevant information necessary for collective bargaining or the enforcement, administration or interpretation of this Agreement, including information necessary to determine whether to file or to continue the processing of a grievance under this Agreement.


Management refuses to bargain in good faith and provide information to the Union in a timely manner. The request for information was submitted with specific wording and there is no reason why management should deny the request due to "The magnitude of this request". By denying the Union access to relevant information, full development of the grievance cannot be achieved. Without such full development and without everything being placed before the parties for discussion, there is no real probability of resolving the grievance at the lowest possible step.

APWU C/A - 040-850-XR
Failure to Provide Documentation
Step 2 Appeal to Arbitration - 05/04/2020
Columbus LR Cert #: 7018-0680-0002-1447-9492
USPS LR Cert #: 7018-0680-0002-1447-9508

13 CORRECTIVE ACTION REQUESTED - That any/all information (files, records, documents, etc) grievance be made available at the Step 2 hearing.

Provide the information requested in a timely manner and meet compliance with National CBA

Cert.# 7018-0680-0002-1447-9454
Step 2 Designee


04/19/2020
SIGNATURE AND TITLE OF AUTHORIZED UNION REP
Xaviare Reed

Received Time Apr. 24. 2020 11:25AM No. 0678

AMERICAN POSTAL WORKERS UNION / COLUMBUS OHIO AREA LOCAL STEP ONE FACT SHEET

Discipline (Nature of) or Contract (Issue): Failure to Provide Documentation APWU Local Grievance #: 040-850-XR USPS Grievance #: Craft:

Date of Violation: 04/14/2020 Articles (N.A.): 31.3, 15 and 17 Articles (LMOU / HANDBOOKS / MANUALS):

Date / Time Steward Requested: Released: Timely:

Grievant's Last Name & First: APWU P/L: Duty Hours: Status: Lvl: Step: Phone #:

Grievant's Address: Employee I.D. #: Total Postal Date: Craft: Son. Date:

City: St: ZIP Code:

Lifetime Security: Yes No Veteran: Yes No

- Drop Days
- SAT WED
 - SUN THU
 - MON FRI
 - TUE ROT

Station/Branch/Area Office: Columbus, OH Section: Work City: Work Zip:

Contentions / Background:

The language of the **Collective Bargaining Agreement (CBA), Article 31.3, INFORMATION**, clearly states "The employer will make available for inspection by the Union all relevant information necessary for collective bargaining or the enforcement, administration or interpretation of this Agreement, including information necessary to determine whether to file or to continue the processing of a grievance under this Agreement.

Management refuses to bargain in good faith and provide information to the Union in a timely manner. The request for information was submitted with specific wording and there is no reason why management should deny the request due to "The magnitude of this request". By denying the Union access to relevant information, full development of the grievance cannot be achieved. Without such full development and without everything being placed before the parties for discussion, there is no real probability of resolving the grievance at the lowest possible step.

Corrective Action/Remedy Requested

Provide the information requested in a timely manner and meet compliance with national CBA

Meeting Extended	Initials: Verify Extension	Step 1 Meeting Date	Time	Initials: Verify Meeting	Step 1 Decision Date	Time	Step 1 Decision By (Supervisor's Name)	Steward's Name
					<u>4/17/2020</u>	<u>13:36</u>	<u>Wesley White</u>	<u>Xaviare Reed</u>

Resolved Denied Reason: The UNION DID NOT DRIVE WHERE THE SUPERVISOR VIOLATED THE CONTRACT. THE SUPERVISOR DOES NOT HAVE ACCESS TO THIS INFORMATION.

Supervisors Initials Verifies dates & Managements Response to Step 1: WW