



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.
Action, Class			152 SW 132 st		Burien	WA	98148	(206) 241-6038
EIN	CRAFT	LEVEL	STEP	DUTY HOURS	OFF DAYS	E-MAIL		
ALL	37 - Clerk	6	0	ALL	ALL			
JOB NO./PAY LOCATION (UNIT/SEC/CR/STA/OFC)				WORK LOCATION CITY AND ZIP CODE		SENIORITY	PREF. ELIGIBLE	
ALL Pay locations				Seattle P&DC 98168				
STEP 2 AUTHORIZED UNION REP (NAME AND TITLE)				AREA CODE PHONE (OFFICE)		E-MAIL		
Louie Gano-Steward				206-241-6038		louie.gano@hotmail.com		
LOCAL UNION PRESIDENT (NAME)					AREA CODE PHONE (OFFICE)		E-MAIL	
Myrna C. Umali-President					206-241-6038		myrna.c.umali@yahoo.com	
STEP 1 MEETING AND DECISION								
UNIT/SEC/BR/STA/OFC		POSTAL INSTALLATION LEVEL		STEP 1 MEETING		USPS REP - SUPR		INITIALS
Seattle P & DC and PMA				02/20/2017		Kudlo, Mark		
STEP 1 DECISION BY (NAME AND TITLE)						STEP 1 DECISION		STEWARD
								Gano, Louie
NATURE OF ISSUE			CONTRACT		LOCAL GRIEVANCE NO.		NATIONAL GRIEVANCE NO.	
Denial Of Administrative Leave			CBA/10		ox2-20-17		EGS28-17-000253	
TO: USPS STEP 2 DESIGNEE (NAME AND TITLE)			INSTALLATION / SEC. CEN./ NDC			PHONE NO.		USPS GRIEVANCE NO.
Gary Junker-Labor Relations Representative			Seattle P & DC			206-768-4944		17384564
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.								
Art 10, 19, ELM 519.2								
<p>DETAILED STATEMENT OF FACTS/CONTENTIONS OF THE GRIEVANT</p> <p>Employee's in the Greater Area of Seattle, including Customer Service Clerk Craft Employees, were affected February 6 & 7, 2017, by unforeseen weather conditions caused by snow. Employees requested annual leave, sick leave, LWOP and administrative leave, to report their absence, but some were either not paid, or they were given AWOL. Management required employees to provide documentations for those who requested Emergency annual leave and those who used annual leave were not. The union states this violates the 2015 -2018 Collective Bargaining Unit Agreement Article 10 and 19.</p> <p>The union contends that the absence should be and unforeseen absence as an Act of God, which is described in the Employee Labor Manual subchapter 519.211.</p> <p>The union request that ALL EMPLOYEE'S absence leave type should be reversed to administrative leave. Some Employee's were interviewed in various. The severe snow condition was reported on all local, and national news stations, alerting citizens not to drive unless necessary. The conditions lasted in some outline areas for up to 3 days, leaving communities without power, or access to the main roads.</p> <p>The Union contends that the conditions were sufficiently extreme to cause an entitlement to administrative leave. It asserts that significant group of employees was prevented from making to work because of the snow conditions. Management improperly request documentations for their emergency annual leave requests. Management failed to investigate whether employees claiming administrative leave or regular annual leave.</p> <p>Employee's has the responsibility to prevent additional community disaster, by staying in a safe area. Multiple accidents were consistently reported by the Department of Transportation Highway Patrol, advising the community to stay at home. USPS Motor Vehicle reported delays, dangerous road conditions and closed roads schools. In addition to road closures, there were fallen trees, closed schools where parents were not prepared to find adult supervision and limited bus/public transportations. The hilly terrain in King, Pierce and Snohomish County was described a "TREACHEROUS", due to 5 - 10 inches of snow and black ice.</p> <p>The following are facts to support the Union position that the weather conditions justified entitlement to administrative leave, as follows: Based on February 6, 2017, Seattletimes.com, a heavy blanket of snow was forecast to begin falling upon the Seattle area starting late Sunday (Feb. 5, 2017) threatening to disrupt Monday morning commute. The National Weather Service said it expected three to six inches of snow to fall across Puget Sound region, including in Everett, Tacoma, Bremerton and Olympia. On February 7, 2017, Seattletime.com sated that Schools cancelled, power outage and commutes was tough and reported a 3-4 inches of snowfall in Puget sound, Everett and Olympia.</p> <p>Q13 Fox posted on 12:56 PM, February 5, 2017, updated at 9:27 PM that Western Washington including Puget Sound is under winter Storm until 4:00 PM Monday. It says, 3-6 inches of snow for much or the central Puget Sound region including Seattle, Everett and Tacoma. Expect 2-4 inches of snow for the Hood Canal area and SW Interior including Shelton, Olympia and Chehalis.</p> <p>Q13 Fix posted 1:07 PM February 6, 2017, states Snowstorm knocked out power to thousand. About 100,000 customers remained without power following winter storm that swept through the western Washington. More than 100 school districts cancelled classes and dozens of flights were cancelled at Seattle-Tacoma Int'l airport after snow and ice blanketed the Puget Sound Area. A snow storm was in effect through Monday afternoon.</p> <p>USA "The Christian Science Monitor". Rare snowfall blankets Seattle, closing, schools and cutting power. More than 100 utility customers are without electricity after a snowstorm blanketed Seattle and western Washington on Monday, prompting widespread school closures and flight cancellations. ELM 519.211 General provisions of an Acts of God involve community disasters such as fire, flood, or storms. The disaster situation must be general rather than personal in scope and impact. It must prevent groups of employees from working or reporting to work.</p> <p>USPS must consider the safety and health of all employee's, which is stated in the CBA ART 14 and ELM 811.23 Guiding Principles which describes the guiding principles of the Postal Service are the following:</p> <ol style="list-style-type: none"> People — Employees are our most valued resource. Our employees must be provided a safe and healthful workplace. Customers — When our employees work more safely, our performance improves Excellence — We can demonstrate that management and employee attention to working safely is good business. Integrity — As a leader in occupational safety and health, we enhance our integrity with our customers, business partners, and Congress. Community Responsibilities — When our employees work safely, our customers are safer, and we lead other employers by example. 								

List of attached papers as identified

Step1_GSAL-APWU Local 28_ox2-20-17.pdf
Step2_GSAL-APWU Local 28_ox2-20-17.pdf
Step 2 Decision.pdf
Acts of God Admin Guidelines (USPS).pdf
February 6 News of Snow.pdf
Weather Reports.pdf
February 7 News of Snow.pdf
Administrative Leave as the Remedy (Kehlert).pdf
EAL and flight delay.pdf
Act of God Arb Stallworth (Snow).pdf
Act of God Arb Krebs (Snow).pdf
EMPLOYEES LIST AFFECTED BY THE SNOW.xlsx
EAL and flight delay.pdf
Convergene zone.pdf
Clock rings, schedule and Call in log on T-2.pdf
Clock rings, schedule and Call in log Part 2on T-2.pdf
Clok rings, schedule and Call in log on T-3 .pdf
Management rebuttle documents-distance to and from work.pdf
Clock rings Call in Log and Schedule T-1.pdf
PMA Clock rings, Call in Log and schedules.pdf
CorrectionsAndAdditions_GSAL-APWU Local 28_ox2-20-17.pdf

CORRECTIVE ACTION REQUESTED

The Union/Grievant request to:
Review all Clerk crafts employees absences on February 6 & 7, 2017 and reverse all leave to Administrative Leave.
Reverse all Seattle Clerk crafts employees AWOL's and correct employee's key indicator report.
Rescind any or all Seattle clerk crafts employees discipline issued to employees due to absences on February 6 & 7, 2017

Louie Gano	Steward	03/03/2017
SIGNATURE	TITLE OF AUTHORIZED LOCAL UNION REP.	DATE
SIGNATURE ON FILE		