



American Postal Workers Union, AFL-CIO

STEP 1 GRIEVANCE  
OUTLINE WORKSHEET

GRIEVANT/PERSON OR UNION (Last Name First)			ADDRESS		CITY	STATE	ZIP	PHONE NO.
Robinson, Dolores			1900 W. Redlands Blvd		San Bernardino	CA	92423	(909) 335-4464
EIN	CRAFT	STATUS	LEVEL	STEP	DUTY HOURS	OFF DAYS	E-MAIL	
04463536	37 - Clerk	FTR	6		20.50-05.00	Sun/Mon		
JOB NO./PAY LOCATION (UNIT/SEC/CR/STA/OFC)			POSTAL INSTALLATION LEVEL		WORK LOCATION CITY/ZIP CODE		SENIORITY	PREF. ELIGIBLE
Tour 1 Automation			22		San Bernardino P&DC 92423		02/04/2017	
NATURE OF ISSUE		CONTRACT		DATE	LOCAL GRIEVANCE NO.		NATIONAL GRIEVANCE NO.	
DBCS Staffing - (1) Operator		2010-2015/37		10/07/2019	SBPDC19-256-EC		EGS9975-19-001340	
UNIT/SEC/BR/STA/OFC				STEP 1 MEETING		USPS SUPERVISOR		STEWARD
T.1				10/07/2019		Calutoiu, Corina		Chavez, Eric
STEP 1 DECISION BY (NAME AND TITLE)					STEP 1 DECISION		INITIALS (ONLY VERIFIES DATE OF DECISION)	
Corina Calutoiu (A) SDO T.1					10/22/2019			

**Background:**

On 08/24/2016 both parties signed a Step 4 Settlement Agreement Number : Q10C-4Q-C 16130532 - APWU #HQTG20160085 .  
 Re: DBCS Staffing . " The primary issue in this dispute is whether the current Delivery Bar Code Sorter System (DBCS) normal staffing of two (2) clerks per machine should be a minimum requirement to address certain safety and ergonomic issues as identified by the APWU. The parties are in agreement that pursuant to Article 14 , section 1 " It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force." " In accordance with the Employee and Labor Relations Manual (ELM) , section 891 Authority , " The Postal Service complies with applicable federal laws , regulations , and OSHA guidance materials regarding ergonomics."  
 " The parties further agree that the 2012 JCIM , Article 37,page 76 , OCR-BCS-DBCS STAFFING Questions and Answers, address the only exceptions to the normal staffing of two (2) Mail Processing Clerks on the DBCS at all times. "  
 " The exceptions described in the JCIM Q & A's , must not be considered an alternative to the scheduling of 2 Mail Processing Clerks on the DBCS. "  
 " During the periods described in the JCIM Q & A's , the parties further agree the second Mail Processing Clerk may perform allied duties as assigned in the OCR-BCS-DBCS area."

Union contends on Monday night for Tuesday 09/24/2019 grievant worked alone on DBCS # 18 from 21.50 to 05.00 performing all tasks needed to DPS Indio 92203.  
 Which included loading , feeding & sweeping around 36,000 pieces of mail alone on 1st pass & loading ,feeding & sweeping around 36,000 pieces of mail alone on 2nd pass alone .

"Occupational Safety and Health Administration (OSHA) received over 170 complaints regarding the United States Postal Service (USPS) Delivery Bar Code Sorter (DBCS) operations at Processing and Distribution Centers (P&DCs) nationwide. These complaints alleged that injuries occurred due to worker exposure to ergonomic stressors associated with the operations of the DBCS. Inspections were conducted in regard to recordkeeping and ergonomic issues & resulted in OSHA's comprehensive technical report " Ergonomic Evaluation of the Delivery Bar Code Sorter " . The comprehensive findings from the ergonomic inspections across the country indicate that the DBCS mail processing system directly affects worker physical health . The ergonomic evaluation of the DBCS Feeder and Sweeper tasks identified generally consistent risk factors at most inspected sites."

**Corrective action:**

Make the grievant whole by compensating the grievant the differential between her normal hourly rate and the applicable overtime rate for the hours the grievant operated DBCS #18 unassisted on Monday night for Tuesday 09/24/2019.  
 Cease and desist staffing the DBCS machines with only one clerk according to Step 4 National Agreement Number :Q10C-4Q-C 16130532 - APWU #HQTG20160085 -DBCS STAFFING signed on 08/24/2016.

**Management response:**