



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.
Robinson, Dolores		1900 W. Redlands Blvd		San Bernardino	CA	92423	(909) 335-4464
EIN	CRAFT	LEVEL	STEP	DUTY HOURS	OFF DAYS	E-MAIL	
04463536	37 - Clerk	6		20.50-05.00	Sun/Mon		
JOB NO./PAY LOCATION (UNIT/SEC/CR/STA/OFC)			WORK LOCATION CITY AND ZIP CODE		SENIORITY	PREF. ELIGIBLE	
Tour 1 Automation			San Bernardino P&DC 92423		02/04/2017		
STEP 2 AUTHORIZED UNION REP (NAME AND TITLE)			AREA CODE PHONE (OFFICE)		E-MAIL		
Eric Chavez Tour 1 Rep.			909-335-4464		apwuec4635@mail.com		
LOCAL UNION PRESIDENT (NAME)				AREA CODE PHONE (OFFICE)		E-MAIL	
David Gordillo				909-981-2260		apwugordillo@earthlink.net	
STEP 1 MEETING AND DECISION							
UNIT/SEC/BR/STA/OFC	POSTAL INSTALLATION LEVEL	STEP 1 MEETING		USPS REP - SUPR		INITIALS	
T.1	22	10/07/2019		Calutoiu, Corina			
STEP 1 DECISION BY (NAME AND TITLE)				STEP 1 DECISION		STEWARD	
Corina Calutoiu (A) SDO T.1				10/22/2019		Chavez, Eric	
NATURE OF ISSUE		CONTRACT	LOCAL GRIEVANCE NO.		NATIONAL GRIEVANCE NO.		
DBCS Staffing - (1) Operator		2010-2015/37	SBPDC19-256-EC		EGS9975-19-001340		
TO: USPS STEP 2 DESIGNEE (NAME AND TITLE)			INSTALLATION / SEC. CEN./ NDC		PHONE NO.	USPS GRIEVANCE NO.	
David J. Moll Step 2 Designee			San Bernardino P&DC 92423		909-335-4305		
FROM: LOCAL UNION (NAME OF)		ADDRESS	CITY	STATE	ZIP		
Calif. Area Local		129 E. A St.	Upland	CA	91786		
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.							
Step 4 Settlement Agreement : Q10C-4Q-C 16130532 dated : 08/24/2019 , USPS -APWU JCIM May 2017 Article 14 , section 1 ELM section 891							
DETAILED STATEMENT OF FACTS/CONTENTIONS OF THE GRIEVANT							
<p>On 08/24/2016 both parties signed a Step 4 Settlement Agreement Number : Q10C-4Q-C 16130532 - APWU #HQTG20160085 .</p> <p>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."</p> <p>" 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. "</p> <p>" 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. "</p> <p>" 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."</p> <p>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.</p> <p>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 .</p> <p>"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."</p> <p>Both parties agreed to extend Step 1 decision until October 22, 2019.</p>							
List of attached papers as identified							
Step1_California Area Local_SBPDC19-256-EC.pdf							
Step2_California Area Local_SBPDC19-256-EC.pdf							
CORRECTIVE ACTION REQUESTED							
<p>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.</p> <p>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.</p>							
Eric Chavez			Tour 1 Rep.		10/24/2019		
SIGNATURE			TITLE OF AUTHORIZED LOCAL UNION REP.		DATE		
SIGNATURE ON FILE							