

ASSOCIATE OFFICES

PROTECTING JOBS IN SMALL OFFICES

Postal Management does not know everything. It only takes you to protect the jobs in your office. After three long years the Part time flexibles of the Daphne Post Office have won. Two PTF's converted to Full time regular and \$2,400.00 to boot. This all started when a full time window clerk at Daphne retired. Everyone expects the senior ptf would be converted to regular, that did not happen.

The Supervisor, Postmaster, Area Manager, Birmingham, or just say Management decided to revert a full time window position in the office. Did half the customers stop coming in everyday? NO. Did Management close the window half the day? NO ,Then what reason would management have to revert a full time window clerk position? Flexibility . If you do not know the rules on REVERTING look at Article 12 of your Collective Bargaining Agreement. If you do not know what the COLLECTIVE BARGAINING AGREEMENT is, it is the rules that govern your job not management. Back to Daphne, we filed a grievance on behalf of the senior ptf in the office for a violation of article 7 section 3b of the collective bargaining agreement which states. **“The Employer shall maximize the number of full-time employees and minimize the number of part-time employees who have no fixed work schedules in all postal installations.”** That does not say anything about flexibility, budget, complement committee, or a function four. For three years management replaced that full time window clerk with a PTF. A direct violation of the collective bargaining agreement. Fortunatley we knew the contract. Daphne now has seven regulars and only two ptf's. Get involved in your union and you will get the tools to fight for your job.

We meet every third Saturday of the month

Email us at Southalabamaarea@belsouth.net

Thomas Warner III, Vice President South Alabama Area Local 715

LETTER TO POSTMASTER CONSIDERING REVERSION

Monday, October 20, 2003

To: Donnie Carter
Postmaster, Daphne

From: Thomas Warner III
Shop steward, Daphne Post Office Area 5

Subject: Reversion of duty assignment

Mr. Carter after reviewing the contract and other relevant factors, you should not revert Job HRIS #6348918. Reverting this position would show a total disregard to the agreements made between the APWU and USPS. The duties of the position continue to be performed at the Daphne Post Office. PTF's have assumed the duties of Bulk mailings, staying late performing closeout, and dispatch duties. This office has scheduled overtime on Saturday's since mid September. The attached charted clock rings show the position is needed. **Article 7.3.B states "The Employer shall maximize the number of full-time employees and minimize the number of part-time employees who have no fixed work schedules in all postal installations."** The recent function four recommends assigning rehab clerks more Bid position duties. The attached Step 2 denial lays the groundwork sustaining the union' position stated in **ELM 17 546.222 "such assignment must not impair the seniority rights of PTF employees."** I have provided relevant contract provisions and arbitration that I hope will discourage you from taking this action. **The District manager says that management should treat the employees with dignity and respect; providing them with the opportunity for promotion and advancement.** This would not be the case if you revert this position.

Thank you,

Thomas Warner III
Shop steward Daphne
1315 Warren Dr.
Daphne, AL 36526

THE GRIEVANCE FILED

AMERICAN POSTAL WORKERS UNION, AFL-CIO

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STEP 2 GRIEVANCE APPEAL FORM

1 DISCIPLINE (NATURE OF) OR CONTRACT (ISSUE) Contract Improper Reversion		CRAFT Clerk	DATE 11/26/2003	LOCAL GRIEVANCE #	USPS GRIEVANCE #
2 TO USPS STEP 2 DESIGNEE (NAME & TITLE) Al Ware USPS Labor Rep		INSTALLATION/SEC. CEN./BMC Daphne			PHONE 251 660-8229
3 FROM: LOCAL UNION (NAME OF) South Alabama Area Local 715		ADDRESS P.O. Box 814	CITY Daphne	STATE AL	ZIP
4 STEP 2 AUTHORIZED UNION REP. - (NAME & TITLE) Ken George		AREA CODE (251)	PHONE (OFFICE) 60-8229	AREA CODE ()	PHONE (OTHER) ()
5 LOCAL UNION PRESIDENT Ken George		AREA CODE ()	PHONE (OFFICE) ()	AREA CODE ()	PHONE (OTHER) ()
WHERE - WHEN		STEP 1 MEETING & DECISION		MET WITH	
6 UNIT/SEC/BR/STA/OFC Retail	DATE/TIME 11/19/03	USPS REP - SUPR Donnie Carter Postmaster	GRIEVANT AND/OR STEWARD Thomas Warner III Steward		
7 STEP 1 DECISION BY (NAME & TITLE) Donnie Carter Postmaster		DATE & TIME 11/19/03 1500	INITIALS	INITIALING ONLY VERIFIES	
8 GRIEVANT PERSON OR UNION (Last Name First) Class Action		ADDRESS	CITY	STATE	PHONE
9 SOCIAL SEC. NO.	SERVICE SENIORITY CRAFT	FTR - PTR - PTF <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	LEVEL	STEP	DUTY HRS
10 JOB#/PAY LOCATION (UNIT/SEC/BR/STA/OFC) Retail / Daphne		WORK LOCATION CITY AND ZIP CODE Daphne 36526			OFF DAYS SA <input checked="" type="checkbox"/> SU <input checked="" type="checkbox"/> M <input type="checkbox"/> T <input type="checkbox"/> W <input type="checkbox"/> F
11 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.) Article 7.3.B.37.3.A2,EL 312721,722		LIFETIME SECURITY YES <input type="checkbox"/> NO <input type="checkbox"/>			
LOCAL MEMO (ART./SEC.) OTHER MANUALS, POLICIES, L/M MINUTES, ETC.					

12 DETAILED STATEMENT OF FACTS/CONTENTIONS OF THE GRIEVANT

Full-Time Distribution /Window clerk Raymond James Retired 10/1/03, Position not posted and Senior PTF not converted to full-time status. PTF's have been performing the duties of Mr. James since his retirement and management replaced the position with another PTF clerk. Management posted on the board a decision on intent to revert for operational needs(Flexibility) No notice that position has been reverted has been posted.

List of attached papers as identified #1 Q&A, #2Job ID and Description of position not posted,#3Letter dated 10/16/03,4CBA7.3,37.3A2,

13 CORRECTIVE ACTION REQUESTED

The Postal Service shall retroactively convert the senior PTF clerk in the Daphne Post Office, effective Oct 16 2003, and make such converted Ptf clerk whole by payment of any monetary losses and other benefits resulting from the improper reversion.

SIGNATURE & TITLE OF AUTHORIZED UNION REP.

South Alabama Area Local 715

P.O.Box 818
Daphne Alabama 36526

Phone: 251-455-7142
Email: tmkwarner@mchsi.com

**Its Your union , Get
active**

Your Postmaster is not always right



**American
Postal Workers
Union**

THE SETTLEMENT

Sep-09-2006 11:38am From-AMERICAN POSTAL WORKERS UNION

+205 879 2702

T-305 P.001/001 F-295

Labor Relations
Alabama District
 UNITED STATES
POSTAL SERVICE

DATE: September 11, 2006

SUBJECT: Pre-Arbitration Settlement
Grievance Numbers: H00C-4H-C 04034133
H00C-4H-C 05100830
Class Action(s) DAPHNE, AL

TO: Billy Woods
NBA, APWU

The parties mutually agree to settle the above referenced grievances as follows:

9/30/06
The 2 senior PTF clerks shall be converted to Full-Time Regular Status effective September 23, 2006. They shall remain unencumbered until such a time as they are successfully awarded a bid position.

Management shall post one full-time position.

On the occasion an SSA performs window close-out procedures the SSA performing window close-out procedures shall be paid at the Level 6 rate of pay for the time spent performing window close-out.

The below listed employees shall be paid a one time lump sum payment, less standard deductions as follows:

Thomas Warner - \$1176.00
M. Lili - \$672.00
R. Scott - \$432.00
B. Harrison - \$120.00

The above settlement constitutes full and final settlement of Gats Numbers H00C-4H-C 04034133, H00C-4H-C 05100830 and H00C-4H-C 06121656.

The above settlement is considered non-citable and non-precedent setting. The arbitration date will be cancelled with the fee being split between the parties.

9/11/06

Diana Bennett
USPS Representative

9-11-06

Billy Woods
NBA, APWU