

Local Grievance # _____

Issue Statement (Block 15 on PS Form 8190):

Did management violate Article 15, Section 3.A of the National Agreement and policy letter M-01517 by failing to comply with the Arbitration Award associated with this case, and if so, what should the remedy be?

Union Facts and Contentions (Block #17 on PS Form 8190):

Facts:

1. The Arbitration Award associated with this case was issued on **[Date]** and a copy of the Award is included in the case file.
2. The grievance was sustained and USPS was instructed **[Insert award language]**.
3. It has been **[# of days]** since this Award was issued and the USPS has yet to comply. This fact is supported by the statement included in the case file.

Contentions:

1. Management violated Article 15 of the National Agreement and M-01517 by failing to comply with the Arbitration Award associated with this case.
2. Management's failure/delay in this regard has caused harm to the relationship between the NALC and the USPS. The failure to comply with grievance decisions that are made causes the Letter Carriers represented by the NALC to lose faith in the Dispute Resolution Process.
3. The remedy requested is justified by the delay in complying with the Arbitration Award included in the case file.

Remedy (Block #19 on PS Form 8190):

1. That management immediately fully comply with the Arbitration Award included in the case file.
2. That management provide **[NALC Official]** proof of compliance with the Arbitration Award immediately.

3. That management cease and desist violating Article 15, Section 3.A of the National Agreement and policy letter M-01517 by complying with all future grievance settlements/decisions in the **[Installation]**.
4. That Letter Carrier(s) **[Name], [Name], and [Name]** each be paid an additional \$25.00 per calendar day beginning **[Date of Award]** and continuing each calendar day until management fully complies with the Arbitration Award included in the case file as an incentive for future compliance, or whatever remedy the Step B team or an arbitrator deems appropriate.

Add the following issue statement, facts, contentions, and remedy request if we can prove the violation is repetitive:

Issue Statement:

Did management violate Article 15, Section 3.A of the National Agreement along with policy letter M-01517 by failing to comply with the prior Step B decisions or local grievance settlements in the case file, and if so, what should the remedy be?

Facts:

1. Article 15, Section 3.A of the National Agreement states in relevant part:

The parties expect that good faith observance, by their respective representatives, of the principles and procedures set forth above will result in resolution of substantially all grievances initiated hereunder at the lowest possible step and recognize their obligation to achieve that end.

2. M-01517 states in part:

Compliance with arbitration awards and grievance settlements is not optional. No manager or supervisor has the authority to ignore or override an arbitrator's award or a signed grievance settlement. Steps to comply with arbitration awards and grievance settlements should be taken in a timely manner to avoid the perception of non-compliance, and those steps should be documented.

3. Included in the case file are **[Arbitration Awards/Step B decisions/local grievance settlements, etc.]** in which management was instructed/agreed to cease and desist violating Article 15 of the National Agreement.

Contentions:

1. Management violated Article 15, Section 3.A of the National Agreement and M-01517 by failing to abide by the previous Step B decisions/local grievance settlements in the case file. When management violates contractual provisions despite being instructed/agreeing to cease and desist these violations, they have failed to bargain in good faith.
2. The Union contends that Management has had prior cease and desist directives to stop violating Article 15. The Union also contends that Management's actions are continuous, egregious and deliberate. The Union has included past decisions/settlements in the case file to support their claim.

Remedy:

1. That management cease and desist violating Article 15 of the National Agreement in the future.
2. That Letter Carrier(s) **[Name], [Name], and [Name]** each be paid a lump sum of \$100.00 as an incentive for future compliance.



National Association of Letter Carriers Request for Information

To: _____
(Manager/Supervisor)

Date _____

(Station/Post Office)

Manager/Supervisor _____,

Pursuant to Articles 17 and 31 of the National Agreement, I am requesting the following information to investigate a grievance concerning a violation of Article 15.

1. Any and all documentation showing compliance with the Arbitration Award for grievance # **GATS #**.

I am also requesting time to interview the following individuals:

1. **[Name]**
2. **[Name]**
3. **[Name]**

Your cooperation in this matter will be greatly appreciated. If you have any questions concerning this request, or if I may be of assistance to you in some other way, please feel free to contact me.

Sincerely,

Shop Steward
NALC

Request received by: _____

Date: _____



National Association of Letter Carriers Request for Steward Time

To: _____
(Manager/Supervisor)

Date _____

(Station/Post Office)

Manager/Supervisor _____,

Pursuant to Article 17 of the National Agreement, I am requesting the following steward time to investigate a grievance. I anticipate needing approximately _____ (hours/minutes) of steward time, which needs to be scheduled no later than _____ in order to ensure the timelines established in Article 15 are met. In the event more steward time is needed, I will inform you as soon as possible.

Your cooperation in this matter will be greatly appreciated. If you have any questions concerning this request, or if I may be of assistance to you in some other way, please feel free to contact me.

Sincerely,

_____ Request received by: _____

Shop Steward
NALC

Date: _____