



STEP B DECISION

Step B Team: Davis/Shalz
District: Mid-America

Decision: **RESOLVED**
USPS Number: E01N4EC06011664
Local Union #: KC3005-182
Installation: Executive Park
Kansas City MO 64120
NALC Branch: #30
Date Step A Initiated: 11/08/05
Step A Meeting Date: 11/29/05
Date Received at Step B: 12/14/05
Step B Decision Date: 12/20/05
USPS Issue Code: 30.2800
NALC Issue Code: 00776
Grievant: Class Action

Formal Step A Representatives are responsible for disseminating this Step B Decision back to the Informal Step A Designees

ISSUE:

Did Management violate Article 30.B.9 of the National Agreement and the LMOU item 9, and if so, what is the appropriate remedy?

DECISION:

The Dispute Resolution Team has **RESOLVED** this grievance by determining that Item #9 in the LMOU will be followed and the Step B Team will clarify in the explanation as to the proper way to count the Letter Carrier Craft Complement at the unit.

EXPLANATION:

The Union contends that the Delivery Service Staffing Analysis (DSSA) should be used to figure the Complement required for the unit as this has been a long standing past practice. The Union further contends that the parties at the National Level have agreed that DSSA is an appropriate means to figure compliment for a delivery unit.

Management contends the stations current staffing is the compliment that is to be used for determining percentages for annual leave. If not the current staffing then the Western Area City Delivery Variance for full time equivalent routes (FTE's) must be used to figure compliment for annual leave bidding.

Item # 9 in the LMOU reads in part as follows:

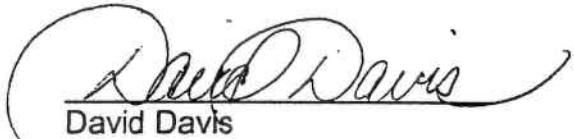
- A. The Maximum number of Letter Carriers to be allowed off during the choice vacation period shall be 12% of the Letter Carrier Craft complement at that unit.

A units complement is determined by the number of bid positions at the unit, also any unassigned regulars, full-time flexible and PTF(s) assigned.

An example of how this will be computed is as follows:

A station has 10 routes. Therefore there would be 10 full time regular carriers assigned to those routes (even if a route is vacant at the time it must still be counted as a full time position because it will be filled eventually unless the position is reverted). There would also be two full time Carrier Technicians. This would now make the compliment at the unit 12 carriers. If there is one PTF letter carrier assigned to that unit the compliment now becomes 13 career employees who are eligible to bid annual leave by seniority as the compliment at that station. If there are more career letter carriers assigned to that pay location they would be added as appropriate.

Current staffing of career employees who are eligible to bid annual leave will determine the compliment at a unit. Again, if a route is vacant at the time that position must still be counted when determining career carrier staffing.



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