

American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
10501 South Orange Avenue, Suite 117
Orlando, FL 32824
Phone: 407-854-6396

Office of Joe Paul, President
E-Mail: JPPaulAPWU@gmail.com
Cell: 863-640-2865

February 16, 2017

Mike Willard
Plant Manager
Seminole P&DC

Re: Steward Time/Article 17

Mike

I realize that you have just returned to work and I am quite sure you would not approve of the practice of denying Steward's Time as I will outline below, but rather than going directly to the Manager of Labor Relations I would like to give you the opportunity to rectify this scenario from the onset.

As you are aware, Article 17 of the Collective Bargaining Agreement provides APWU Stewards:

- The right to investigate and adjust grievances or to investigate a specific problem to determine whether to file a grievance.
- The right to review documents, files, and other records which are necessary for processing the grievance or determining if a grievance exist.
- The right to interview the aggrieved employee, supervisors and witnesses.
- The right to represent an employee during an Inspection Service or the Office of Inspector General (OIG) interrogation, when requested by the employee (See Weingarten Rights).
- The right to reasonable time on the clock to complete grievance forms and write appeals, including Step 3 appeals and the union's additions and corrections to management's Step 2 decision.
- All of the above activities are compensable pursuant to Article 17.4.

Article 17.3 of the JCIM establishes the following rules regarding Steward Time:

- The Postal Service may not predetermine the amount of time which a Steward reasonably needs to investigate a grievance.
- Likewise, once time is granted, the Steward has an obligation to request additional time and to state reasons why this additional time is needed. Requests for additional time to process grievances should be dealt with on an individual basis and may not be unreasonably denied.
- When it is necessary for a Steward to leave his/her work area to investigate and adjust grievances or to investigate a specific problem to determine whether to file a grievance, the



Steward shall request permission from the immediate supervisor and such request shall not be unreasonably denied.

I am addressing this issue to you as the Plant Manager, and Officer in Charge of the Seminole P&DC. It has been brought to my attention the last few days that the APWU Tour 1 Stewards, Peter Fournier and Benjamin Love are not being afforded adequate time *on-the-clock* to properly investigate concerns as they relate to disputes, differences, disagreements or complaints between the parties related to wages, hours and conditions of employment. Management is required to cooperate with Stewards in various ways as they perform their grievance handling duties.

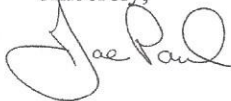
At the present time there are many issues being addressed in the grievance procedure, and a few that are being investigated to see, if in fact, there are contractual violations. Some of these issues are being addressed at various Steps of the process and the Steward is attempting to adjust these via investigation, yet adequate time is not being granted. It must also be so noted that, "*reasonable time cannot be measured by a predetermined factor.*" These duties of representation have been negotiated to be on-the-clock, yet lately, the Stewards have not been afforded the time to do so.

As the President of the Central Florida Area Local, I am addressing this issue with you initially, in the hopes that you and your management team will work with the APWU representatives to ensure that they are granted the time to adequately represent our bargaining unit employees. I am unaware of any previous concerns such as these when you were in Seminole to my recollection, and now that you have returned I feel confident that you will remedy this issue immediately.

I did speak with the Suncoast Labor Relations Specialist, Kimberly Cribbs yesterday, and she assured me that she would speak with the Manager of Maintenance, Matt Woods, and take care of this, but as of this morning, February 16, 2017, we are still experiencing problems with Mr. Joseph Hacker, Tour 1 Supervisor. This action, or rather inaction, from Mr. Hacker needs to be taken care of immediately, and this is a formal request for you to speak with him this morning. We here in the CFAL are not novices or abusing Article 17 by any means, but Mr. Hacker is a relatively new EAS employee from another area of the state, and he is possibly unfamiliar with Article 17 of the Collective Bargaining Agreement. I have attached a few documents that should be self-explanatory in regards to Stewards Time in the Seminole P&DC. We are not experiencing this in the Orlando P&DC or any other area under my representation that I am unaware of, so I am confounded here. The processing of a grievance and the right of employees to be represented on-the-clock in the workplace are provided in the Collective Bargaining Agreement, and as such, are contractually mandated on the part of the USPS.

In the spirit and intent of good faith bargaining, it is hoped that we will all be back on the same page after today moving forward. If you have any questions and/or concerns, please feel free to contact me anytime. I can be reached at the office; 407-854-6396 or on my cell at 863-640-2865. I welcome any dialog today and a response to this letter would be greatly appreciated.

Sincerely,



President

Cc: Alan Powell, A/Manager Labor Relations
Kimberly Cribbs, Labor Relations Specialist
Matthew Woods, Manager Maintenance
Benjamin Love, Maintenance Craft Director
Robert 'Bob' McSorley, Vice President



Copies of requests for union time

Central Florida Area Local
American Postal Workers Union AFL-CIO
10501 S. Orange Ave. Suite #117
Orlando, Florida 32824-7749
Union Office Phone: (407) 854-6396 Fax: (407) 854-6399

Date: 2/15/17 Time: 2255 Tour: 1

To: Joseph Hacker, SMO Hope Rivera, A/SMO

From: Benjamin Love, APWU Representative – Seminole (FL) P&DC

Pursuant to the provisions of Articles 15 and 17 of the Collective Bargaining Agreement and interpretations thereof, cases S7C-3W-C 28741, S4C-3W-C 10357 and S7C-3W-C 11237, I the undersigned, a Certified Steward of the Central Florida Area Local, APWU, do hereby request time to process, investigate, and prepare grievances.

Should my request be delayed or denied in pursuant to the above captioned cases, I then request a written explanation as to the reason(s) for such delay and/or denial of this request. _____

In regards to such delay and/or denial, will Management be granting an extension for the processing of, investigation and presentation of grievances during this delay/denial?

Yes ☐ No ☐ Supervisor's Signature _____

Be advised that delay/denial of this request may cause or require me to conduct Article 17 rights while off the clock due to time limits; whereby, I will be seeking through, not limited to Article 15 compensation in accordance with the above mentioned case numbers including WLT 208/AC-C, 105.

Respectfully,

Benjamin Love

Reporting Time: 22:50 Time Released: 05:00

Approved ☒ Disapproved ☐

Supervisor's Signature: _____

2/15/16 23:45

Rec'd 2/15/17 at 23:50 hrs.
Ben Love

Central Florida Area Local
American Postal Workers Union AFL-CIO
10501 S. Orange Ave. Suite #117
Orlando, Florida 32824-7749
Union Office Phone: (407) 854-6396 Fax: (407) 854-6399

Date: 2/14/17 Time: 2255 Tour: 1

To: Joseph Hacker, SMO / Hope Rivera, A/SMO

From: Benjamin Love, APWU Representative – Seminole (FL) P&DC

Pursuant to the provisions of Articles 15 and 17 of the Collective Bargaining Agreement and interpretations thereof, cases S7C-3W-C 28741, S4C-3W-C 10357 and S7C-3W-C 11237, I the undersigned, a Certified Steward of the Central Florida Area Local, APWU, do hereby request time to process, investigate, and prepare grievances.

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In regards to such delay and/or denial, will Management be granting an extension for the processing of, investigation and presentation of grievances during this delay/denial?

Yes ☐ No ☐ Supervisor's Signature _____

Be advised that delay/denial of this request may cause or require me to conduct Article 17 rights while off the clock due to time limits; whereby, I will be seeking through, not limited to Article 15 compensation in accordance with the above mentioned case numbers including WLT 208/AC-C, 105.

Respectfully,

Benjamin Love

Reporting Time: 22:50

Time Released: 5:00

Approved ☒ Disapproved ☐

Supervisor's Signature: _____

*Request returned to me
at 0130 hrs. on 2/15/17.
Ben Love*

GRIEVANT or WITNESS STATEMENT FORM

From: Anthony G. St Hill Tesis (

Address: 1617 S Kirkman Rd Apt 1102 (

Phone No. 240-481-4734 Email: asthill03@gmail.com (

Tour/Reporting Time: T-1 Facility: Seminole P&DC (

To: American Postal Workers Union,
AFL-CIO

Local Union:

Re: Regarding an incident/violation that occurred on
or about Date: _____

Issue: _____

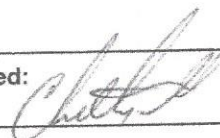
1. I Anthony do hereby render this statement on the above issue(s). [State only the Facts]

2. I, Anthony G. St Hill Tesis, asked to see a shop steward at the
3. beginning of tour, around 10:38 PM to be exact. It wasn't until 6:00 AM
4. I was able to see a steward.

- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
15. What remedy are you seeking?
- 16.

[] Attach addition sheets as needed YOU MUST SIGN THIS FORM

Signed:



Date:

2/14/17

Central Florida Area Local
American Postal Workers Union AFL-CIO
10501 S. Orange Ave. Suite #117
Orlando, Florida 32824-7749
Union Office Phone: (407) 854-6396 Fax: (407) 854-6399

Date: **2-13-17** Time: **10:35** Tour: 1

To: Joseph Hacker, SMO / Hope Rivera, A/SMO

From: Peter Fournier, APWU Representative – Seminole (FL) P&DC

Pursuant to the provisions of Articles 15 and 17 of the Collective Bargaining Agreement and interpretations thereof, cases S7C-3W-C 28741, S4C-3W-C 10357 and S7C-3W-C11237, I the undersigned, a Certified Steward of the Central Florida Area Local, APWU, do hereby request time to process, investigate, and prepare grievances.

Should my request be delayed or denied in pursuant to the above captioned cases, I then request a written explanation as to the reason(s) for such delay and/or denial of this request. _____

In regards to such delay and/or denial, will Management be granting an extension for the processing of, investigation and presentation of grievances during this delay/denial?

Yes ☐ No ☐ Supervisor's Signature _____

Be advised that delay/denial of this request may cause or require me to conduct Article 17 rights while off the clock due to time limits; whereby, I will be seeking through, not limited to Article 15 compensation in accordance with the above mentioned case numbers including WLT 208/AC-C, 105.

Respectfully,

Peter Fournier

Reporting Time: 22:50

Time Released: 4:00

Approved ☒ Disapproved ☐

Supervisor's Signature: _____

*Returned @ 12:43
Cater 7-*

Central Florida Area Local
American Postal Workers Union AFL-CIO
10501 S. Orange Ave. Suite #117
Orlando, Florida 32824-7749
Union Office Phone: (407) 854-6396 Fax: (407) 854-6399

Date: 2/14/2017 Time: 10:35 PM Tour: 1

To: Joseph Hacker, SMO / Hope Rivera, A/SMO

From: Peter Fournier, APWU Representative - Seminole (FL) P&DC

Pursuant to the provisions of Articles 15 and 17 of the Collective Bargaining Agreement and interpretations thereof, cases S7C-3W-C 28741, S4C-3W-C 10357 and S7C-3W-C 11237, I the undersigned, a Certified Steward of the Central Florida Area Local, APWU, do hereby request time to process, investigate, and prepare grievances.

Should my request be delayed or denied in pursuant to the above captioned cases, I then request a written explanation as to the reason(s) for such delay and/or denial of this request. _____

In regards to such delay and/or denial, will Management be granting an extension for the processing of, investigation and presentation of grievances during this delay/denial?

Yes ☐ No ☐ Supervisor's Signature _____

Be advised that delay/denial of this request may cause or require me to conduct Article 17 rights while off the clock due to time limits; whereby, I will be seeking through, not limited to Article 15 compensation in accordance with the above mentioned case numbers including WLT 208/AC-C, 105.

Respectfully,

Peter Fournier

Reporting Time: 22:50

Time Released: 500

Approved ☒ Disapproved ☐

Supervisor's Signature: _____

Returned @ 12:40 am
D. H. L.

Central Florida Area Local
American Postal Workers Union AFL-CIO
10501 S. Orange Ave. Suite #117
Orlando, Florida 32824-7749
Union Office Phone: (407) 854-6396 Fax: (407) 854-6399

Date: 2/14/17 Time: 2855 Tour: 1

To: Joseph Hacker, SMO / Hope Rivera, A/SMO

From: Benjamin Love, APWU Representative - Seminole (FL) P&DC

Pursuant to the provisions of Articles 15 and 17 of the Collective Bargaining Agreement and interpretations thereof, cases S7C-3W-C 28741, S4C-3W-C 10357 and S7C-3W-C11237, I the undersigned, a Certified Steward of the Central Florida Area Local, APWU, do hereby request time to process, investigate, and prepare grievances.

Should my request be delayed or denied in pursuant to the above captioned cases, I then request a written explanation as to the reason(s) for such delay and/or denial of this request. _____

In regards to such delay and/or denial, will Management be granting an extension for the processing of, investigation and presentation of grievances during this delay/denial?

Yes ☐ No ☐ Supervisor's Signature _____

Be advised that delay/denial of this request may cause or require me to conduct Article 17 rights while off the clock due to time limits; whereby, I will be seeking through, not limited to Article 15 compensation in accordance with the above mentioned case numbers including WLT 208/AC-C, 105.

Respectfully,

Benjamin Love

Reporting Time: 22:50 Time Released: 5:00

Approved ☒ Disapproved ☐

Supervisor's Signature: _____

*Request returned to me
at 0130 hrs. on 2/15/17.
Ben Love*

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Union Office Phone: (407) 854-6396 Fax: (407) 854-6399

Date: 2/13/17 Time: 2255 Tour: 1

To: Joseph Hacker, SMO Hope Rivera, A/SMO

From: Benjamin Love, APWU Representative – Seminole (FL) P&DC

Pursuant to the provisions of Articles 15 and 17 of the Collective Bargaining Agreement and interpretations thereof, cases S7C-3W-C 28741, S4C-3W-C 10357 and S7C-3W-C 11237, I the undersigned, a Certified Steward of the Central Florida Area Local, APWU, do hereby request time to process, investigate, and prepare grievances.

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In regards to such delay and/or denial, will Management be granting an extension for the processing of, investigation and presentation of grievances during this delay/denial?

Yes ☐ No ☐ Supervisor's Signature _____

Be advised that delay/denial of this request may cause or require me to conduct Article 17 rights while off the clock due to time limits; whereby, I will be seeking through, not limited to Article 15 compensation in accordance with the above mentioned case numbers including WLT 208/AC-C, 105.

Respectfully,

Benjamin Love

Reporting Time: 22:50 Time Released: 3:30

Approved ☒ Disapproved ☐

Supervisor's Signature: _____

February 15, 2017

Peter Fournier
APWU Rep. /Steward
Tour 1 Seminole P&DC

On Tuesday, February 14, 2017, at approximately 10:35 PM, I submitted a written request for Steward's time to SMO Joe Hacker. Joe responded, alright, as fellow steward and Maintenance Craft Director Ben Love also handed him a request. Joe did not return my request until 12:43 am on February 15, 2017. At that time, the request form had a release time of 5:00 AM. SMO Joe Hacker said that he would release me earlier if he could. I was monitoring APPS 1 at the time; which was running well with no major issues. At approximately 1:10 AM I called Joe to the APPS machine to show him an item that Tour 2 needed to address. At that time, I informed SMO Hacker that I needed to see a steward. He responded, OK, but never returned.

Not only did Mr. Hacker violate the 15 minute release notification, but he also delayed my steward's request for nearly 6 ½ hours. This type of behavior is a violation of the Collective Bargaining Agreement and previous grievance resolves on the issue of Steward's release.

Sincerely,



Peter Fournier

February 14, 2017

Peter Fournier
APWU Rep. /Steward
Tour 1 Seminole P&DC

On Monday, February 13, 2017, at approximately 10:35 PM, I submitted a written request for Steward's time to SMO Joe Hacker. Joe responded, alright, let me have'em; as fellow steward and Maintenance Craft Director Ben Love also handed him a request. Joe did not return my request until 12:40 am on February 14, 2017. At that time, the request form had a release time of 4:00 AM. I was monitoring FSS 1 until approximately 1:30 AM when I was relieved by fellow ET Larry Hoffman. Larry said that he was sent to relieve me so that I could go take the Cyber Security online course. At approximately 2:00 AM on February 14, 2017, I completed the online course; which coincidentally was not due until June of 2017. SMO Joe Hacker then sent me to the APPS machines to do break/lunch relief. After which he stated that I could go to the steward's booth.

Not only did Mr. Hacker violate the 15 minute release notification, but he also delayed my steward's request for nearly 4 hours. This type of behavior is a violation of the Collective Bargaining Agreement and previous grievance resolves on the issue of Steward's release.

Sincerely,



Peter Fournier

February 10, 2017

Peter Fournier
APWU Rep. /Steward
Tour 1 Seminole P&DC

On Thursday, February 9, 2017, at approximately 10:35 PM, I submitted a written request for Steward's time to SMO Joe Hacker. When asked how much time I needed, I told Joe that I needed as much time as I could get. Joe responded, I'll see what I can do. Joe did not return my request until 12:30 am on February 10, 2017. At that time, the request form had a release time of 2:00 AM. At approximately 1:50 AM, fellow Electronic Technician (ET) Himraj Jugmohan was pulled from FSS 1 to the dual APPS machine. At that time I was monitoring FSS 2. Had I left for steward's time at 2:00, neither FSS would have had maintenance coverage. Therefore, I had to wait until 2:30 when Jugmohan returned. At approximately 5:00 AM on February 10, 2017, SMO Joe Hacker pulled me from the steward's booth and instructed me to restore power to APPS 2 and boot up the computers. At this time, several other ETs were available. But instead, Mr. Hacker chose to remove me; after only 2 ½ hours of steward's time.

Not only did Mr. Hacker violate the 15 minute release notification, but he also delayed my steward's request for nearly 4 hours. This type of behavior is a violation of the Collective Bargaining Agreement and previous grievance resolves on the issue of Steward's release.

Sincerely,



Peter Fournier

Grievant Statement

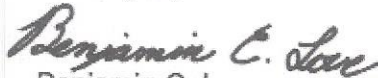
02/15/2017

Benjamin C. Love
Electronic Tech - 10
Tour 1 / 2230 hrs. BT
Seminole FL. P&DC

Re: Denial of Stewards Time on 02/14/2017

Upon reporting to work on Tuesday, February 14, 2017 at 2230 hrs, I submitted a written request to my Supervisor Joseph Hacker to be released for Union Stewards Time. Supervisor Hacker accepted the written request but did not immediately respond. It wasn't until 0130 hrs. that Supervisor Hacker answered my request by leaving the form on the table near FSS #2 where I was working. When I read the form I saw that Supervisor Hacker had written in a release time of 0500 hrs. which is a full 6.5 hrs after my initial request. There were no down (broke) machines tonight or any other justifiable reason for Supervisor Hacker to deny me Union time. When I spoke to him about his 3 hr. delay in answering me and his denial of time he said that he didn't agree that he had to release me earlier and that I was welcome to file a grievance on it.

Thank you,



Benjamin C. Love
9997 Shadow Creek Dr.
Orlando, FL. 32832
bloveapwu@gmail.com
407-592-3408

Grievant Statement

02/14/2017

Benjamin C. Love
Electronic Tech - 10
Tour 1 / 2230 hrs. BT
Seminole FL. P&DC

Re: Denial of Stewards Time on 02/13/2017

O Monday, February 13, 2017, at approximately 2235 hrs, both Peter Fournier and myself submitted written requests to Supervisor Joseph Hacker to be released for Union Stewards Time. Supervisor Hacker said alright let me have'em and accepted the written requests but he did not immediately respond as to when we could be released. It wasn't until approximately 0145 hrs. on February 13, 2017, that Supervisor Hacker returned my written request and told me that I could be released at 0330 hrs.

There were no down (broke) machines tonight or any other justifiable reason for Supervisor Hacker to deny me Union time. Supervisor Hacker's continued refusal to adhere to the 15 minute notification and release people for stewards time as soon as possible is not only a violation of our Collective Bargaining Agreement but it is a perfect example of bargaining in bad faith.

Thank you,

Benjamin C. Love

Benjamin C. Love
9997 Shadow Creek Dr.
Orlando, FL. 32832
bloveapwu@gmail.com
407-592-3408

Grievant Statement

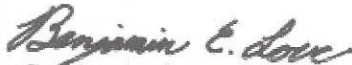
02/15/2017

Benjamin C. Love
Electronic Tech - 10
Tour 1 / 2230 hrs. BT
Seminole FL. P&DC

Re: Denied Union Representation on 02/15/2017.

On Wednesday February 15, 2017 at 0155 hrs. I notified my Supervisor Joseph Hacker that I needed to see a Union Representative. Supervisor Hacker did not advise me within 15 minutes as to when I would be released to speak with my Steward. In fact Supervisor Hacker ignored my request and refused to release me to see a Union Rep this night. There were no down (broken) machines or any other unforeseen emergencies tonight that would have justified denying me of my contractual right to speak with a Union Steward and there was a Steward (Peter Fournier) available all night.

Thank you,



Benjamin C. Love
9997 Shadow Creek Dr.
Orlando, FL. 32832
blloveapwu@gmail.com
407-592-3408

Local Step 1 grievance # 6-03-109

Grievant/Steward: J. Pena/B. Love

Date: 11/28/2003

Both parties agree to settle this grievance concerning Union Representation in the following way:

When an employee requests to see a Shop Steward, his request should be honored immediately if at all possible. The only thing that should hinder such request being granted is an unforeseeable emergency that will result in mail being left in the building should the employee be released. If his request can not be honored immediately, the supervisor MUST notify the employee within 10-15 minutes of the reason(s) for the delay and the time he will be released. The employee should be sent as soon as possible within 2 hours of his request. Normally low staffing does NOT constitute an unforeseen emergency. Management should ensure there is adequate staffing to perform the job within the regulations of the contract, which includes allowing people to speak with their Union Representative and file a grievance. If there is a legitimate unforeseeable emergency and the employee can not be released to see his Steward that day then he MUST be released immediately at the beginning of the next tour.

FRANK GARDEN

Benjamin Love

 11/28/03
USPS

Benjamin Love 11/28/03
APWU

Copies of Reese Johnston Arbitration Award (Cover)

REGULAR ARBITRATION PANEL

In the Matter of the Arbitration) GRIEVANTS: D. Keller
between)
UNITED STATES POSTAL SERVICE) POST OFFICE: Orlando, FL
and) Case No:
AMERICAN POSTAL WORKERS UNION,) S7C-3W-C 28741
AFL - CIO)
BEFORE: J. Reese Johnston, Jr., Arbitrator

APPEARANCES:

For the U.S. Postal Service:
Allen G. Saul, Lab. Rels. Programs
Labor Representative
United States Postal Service
Southern Regional Office
Memphis, TN 38166-0841

For the Union:
Sebastian Guarisco, NBA
American Postal Workers Union
8001 N. Dale Mabry Highway, Suite 301 B
Tampa, FL 33614

Place of Hearing: 10401 Tradeport Drive, Orlando, FL

Date of Hearing: February 7th, 1991

Brief received March 15, 1991.

AWARD: Grievance No. S7C-3W-C 28741 is sustained. The Postal Service is directed as follows: If a Union Steward makes a written request for Steward's time to either grant or deny the request within 15 to 20 minutes of the time the request is made or to grant the request immediately if possible or if business conditions are such that there must be a delay, to grant it within 2 hours from the time the request is made or if the business conditions are such that the Steward cannot be replaced because the processing of the mail may come to a halt; then he will be granted his

requested time at the beginning of his next scheduled Tour

Date of Award: March ²¹20, 1991.

Russ Johnston J.
Arbitrator

Step 2 precedent Award for Seminole P&DC

FEBRUARY 18, 2015



Peter Fournier
American Postal Workers Union
ORLANDO MP ANNEX
2036 E LANDSTREET RD
ORLANDO, FL 32824-7952

G10C-1G-C 15077794, 15077822, 15077827
SANCHEZ 21MPA15-001, 002, 003
ORLANDO, FL 32824-7952

Dear Pete:

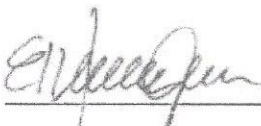
The parties met on the above-referenced grievances at Step 2, pursuant to Article 15 of the National Agreement. The parties made a full and detailed disclosure of all facts and contentions relied upon. Time limits for meeting and answering at Step 2 were extended by mutual consent. No other extension is stated or implied. This settlement shall not be precedent for any purpose; neither shall it be cited in any forum for any purpose, except as provided herein. Further, this settlement shall be considered the complete and whole remedy to this grievance.


The parties agree to the following resolution:

- 1) **The following "instructional cease and desist" is issued to assist the parties in meeting their mutual obligation to bargain in good faith. The parties at the local level should implement this language upon receipt or meet at a local Labor-Management meeting to discuss its proper implementation.**
- 2) In accordance with prior awards and Article 17, stewards will provide written request for steward release when such time is needed. Such time will not be unreasonably denied, using the following guidance:
 - a) Grant or deny the request within 15 to 20 minutes of the time the request is made or grant the request immediately, if possible;
 - b) If business conditions are such that there must be a delay, grant the request within 2 hours from the time the request is made or;
 - c) If the business conditions are such that the Steward cannot be replaced because the processing of the mail may come to a halt, then he/she will be granted his/her requested time at the beginning of his next schedule tour;
 - d) Whenever there is a delay or denial, as in b) or c), the reason will be explained to the Steward;
- 3) The Postal Service may not predetermine the amount of time which a steward reasonably needs to investigate a grievance.
- 4) Likewise, once time is granted, the steward has an obligation to request additional time and to state reasons why this additional time is needed. Requests for additional time to process grievances should be dealt with on an individual basis and may not be unreasonably denied.
- 5) Management may ask a steward who is seeking permission to investigate, adjust, or write a grievance to estimate the length of time that steward anticipates he/she will be away from the work area.
- 6) While the steward normally determines how much time the grievant needs to be present during the processing of a grievance, the immediate supervisor may set a specified time to begin and end a period of grievance handling activity due to service needs. If additional time is necessary, the steward should discuss the need with the supervisor. Additional time may be granted in conjunction with the previously specified time or at a later time or date.
- 7) The appropriate remedy in a case where management has unreasonably denied a steward time on the clock is an order or agreement to cease and desist, plus, where the steward was required to process the grievance(s) off the clock, payment to the steward for the time which should have been allowed spent processing the grievance off-the clock.

- 8) The undersigned parties further refer to the "*Right to Information*" and "*Steward Rights*" on Pages 157 and 158 of the 2012 Joint Contract Interpretation Manual (JCIM) as instructional information.
- 9) The parties agree that, regardless of the designee at Step 2 determined by the Installation Head, the Installation Head or his Administrative Assistant (as designated by him or her) shall be added to the distribution list for all Step 2 appeals filed through the Electronic Grievance System (EGS) or traditional means. The intent is to ensure that he or she is made aware of pending issues within the installation.
- 10) Mr. Sanchez will be paid for 10.0 hours at the overtime rate of pay for time spent processing grievances off the clock, less normal deductions.

This settlement represents the parties' effort to settle these cases at the lowest step.


2015-02-18
Erich Henegar – Labor Relations Specialist
Suncoast District

 02-18-2015
Peter Fournier – Maintenance Craft Director,
APWU, Seminole PDC