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March 28, 2017

Tim Holmes  
Postmaster  
Orlando Installation

Tim:

It has been brought to my attention that some of your staff are confusing the APWU's AUGER grievance process with the NALC's process. The NALC, at the Formal A (see below), seems to require that the Joint Step A Grievance Form (the Step 2 decision from the USPS is the APWU's equivalent) will be completed the day of the meeting.

**NALC Article 15.2 (f)**

*(f) The Formal Step A decision is to be made and the Joint Step A Grievance Form completed the day of the meeting, unless the time frame is mutually extended. The Union may appeal an impasse to Step B within seven (7) days of the date of the decision*

In the APWU's AUGER process the parties exchange documents and discuss the Step 2 case during the meeting. Both parties exchange their documents and sign the Joint Grievance File (JGF) at Step 2. All documents in the JGF are to be numbered and initialed by both parties beginning at Step 2. Step 2 decision, Additions and Corrections, Appeal to Step 3 enter the file at Step 3, if appealed to Step 3. Management's representative has (10) days to render a decision in writing to the APWU (see below).

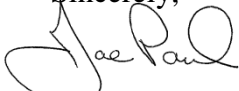
**APWU, Article 15.2 Step 2 (f)**

*(f) Where agreement is not reached the Employer's decision shall be furnished to the Union representative in writing, within ten (10) days after the Step 2 meeting unless the parties agree to extend the ten (10) day period. The decision shall include a full statement of the Employer's understanding of (1) all relevant facts, (2) the contractual provisions involved, and (3) the detailed reasons for denial of the grievance*



Apparently, at the Step 2 meeting at Dixie Village on Monday, March 27, 2017, during the Step 2 meeting, the Station Manager decided to vaguely discuss the grievance and then proceeded to type up a Step 2 denial answer during the meeting, which took upwards of an hour. According to Article 15.2, Step 2 (f) in the APWU's Collective Bargaining Agreement, management has (10) days to render a written decision. The APWU's time is valuable and Mr. McSorley explained the APWU's AUGER process, not only yesterday, but in a previous meeting. Typing up a denial during the Step 2 meeting doesn't demonstrate that the USPS Step 2 Designee looked over the documents presented by the APWU, and clearly doesn't display a willingness to reflect upon the fact circumstances.

Sincerely,



Joe Paul

President

