



American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
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May 1, 2016

Mike Willard
Plant Manager
Seminole P&DC

Mike:

I have recently learned that apparently one of your supervisors, Ruben Gossett, has been assigned to hear Step 1 individual grievances on discipline issues. It is the position of the APWU, as well as that of Article 15 of the Collective Bargaining Agreement, that the USPS does not have the contractual language/right to assign/designate a specific supervisor for an employee's individual grievance. If an employee's individual Step 1 grievance does not go through his/her immediate supervisor then it will be considered procedurally defective. I have attached the contractual language below for your review. If this is happening, please see that this practice ceases immediately, and that the contractual language is adhered to as of today, as well as into the future.

2012 JCIM (Article 15.2)

FILING A GRIEVANCE

*The grievant or the union must discuss the grievance with the **employee's immediate supervisor** within fourteen days of when the grievant or the union first learned, or may reasonably have been expected to learn, of the alleged violation. If the employee files his/her own grievance, then the grievant may be accompanied and represented by a union representative. If the union initiates a grievance on behalf of an individual, the individual grievant's participation in a Step 1 meeting is at the option of the union.*

CLASS ACTION GRIEVANCES

Should the grievance affect more than one employee in the office, the union may initiate a class action grievance on behalf of all affected employees and management is obligated to designate an appropriate employer representative.

CBA (Article 15.2.a)

Section 2. Grievance Procedure Steps

Step 1:

*(a) Any employee who feels aggrieved must discuss the grievance with the **employee's immediate supervisor** within fourteen (14) days of the date on which the employee or the Union first learned or may reasonably have been expected to*



*have learned of its cause. The employee, if he or she so desires, may be accompanied and represented by the employee's steward or a Union representative. The Union also may initiate a grievance at Step 1 within 14 days of the date the Union first became aware of (or reasonably should have become aware of) the facts giving rise to the grievance. In such case the participation of an individual grievant is not required. A Step 1 Union grievance may involve a complaint affecting more than one employee in the office. **When the Union files a class action grievance, Management will designate the appropriate employer representative responsible for handling such complaint.***

If you have any questions or concerns regarding this please feel free to contact me at your convenience.

Sincerely,

A handwritten signature in black ink that reads "Joe Paul". The signature is written in a cursive style with a large, looping initial "J".

Cc: Executive Board
CFAL Stewards/Officers
File copy

