



Please Post

American Postal Workers Union, AFL-CIO

Idowu Balogun, Assist. Dir. A

Steven G. Raymer, Director

Terry B. Martinez, Assist. Dir. B

New Step 4 Agreements

👉 Energy Control Procedures 👈

👉 PSE Duty Assignments 👈

Dispute Q10T-4Q-C 15150146 was filed by the APWU Maintenance Division protesting the Service language they were adding to MMOs regarding the Energy Control Procedures (ECP). The offending read:

Any employee found not in compliance with these procedures may be subject to disciplinary action, up to and including dismissal.

The Service had been getting away with this asserting any violation was a failure to follow instructions. With the advent of the Electrical Work Practices (EWP), the controlling M.I. and MMO require refresher training first. That language is:

When management believes there are deviations from the established work practices, the employee must take the appropriate electrical safety-training course that addresses that particular work practice. If management believes the employee lacks a good understanding of basic knowledge of electrical work policies, the employee must retake Electrical Safety Work - Cat 1 & 2 - WBT, which covers the basic Postal Service policies regarding electrical work.

The parties agreed to language to be utilized in all ECP MMOs, both past and future, which does not mandate discipline.

Case Q10T-4Q-C 14013055 was a USPS initiated dispute asking for resolution of on the issues of whether Maintenance Craft PSEs cover duty assignments; whether a vacancy must exist to hire a PSE; and if the Maintenance Craft pecking order for filling vacancies must be followed in order before hiring a PSE.

The answer to all 3 is: YES.

Please contact your Maintenance NBA with any questions or the Maintenance HQ Officers can be reached at maintstaff@apwu.org.

Please Post

Mr. Terry Martinez
Assistant Director, Maintenance Division
American Postal Workers Union, AFL-CIO
1300 L Street, NW
Washington DC 20005-4128

RE: Q10T-4Q-C 15150146
A19T20150407
Class Action
Washington DC 20260-4100

Dear Terry:

Recently we met to discuss the above captioned grievance at the fourth step of our contractual grievance procedure.

The issue in the above numbered case involves language used in Maintenance Management Orders (MMO) regarding Equipment Specific Energy Control Procedures (ECP). Specifically the language is in a NOTE found in the bulletins regarding compliance with the procedures.

After reviewing this matter the parties agree to resolve this matter by changing the language found in the note as described below. This change will be made to all ECP bulletins, whether already published or new.

Existing language:

NOTE

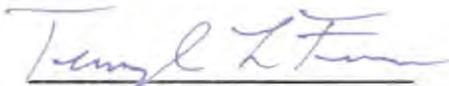
Any employee found not in compliance with these procedures may be subject to disciplinary action, up to and including dismissal.

Will be changed to:

NOTE

Employees must adhere to the policies of the Electrical Work Program (EWP) which includes Energy Control Procedures (ECP). Failure to properly observe ECP will result in appropriate action.

Accordingly, the parties agree that this settlement resolves the case identified above. Any and all MMO bulletins that have been attached to the above cited case are also resolved in accordance with this settlement.



Terry C. LeFevre
Labor Relations Specialist
Contract Administration (APWU)



Terry B. Martinez
Assistant Director, Maintenance Craft
American Postal Workers Union, AFL-CIO

September 30, 2015

Mr. Steven G. Raymer
Director, Maintenance Division
American Postal Workers Union, AFL-CIO
1300 L Street, NW
Washington, DC 20005-4128

RE: Q10T-4Q-C 14013055
APWU #: GCCG 20130680
Washington, DC 20260-4100

Dear Mr. Raymer:

Recently, we met to discuss the above captioned dispute at the Step 4 level of the grievance-arbitration procedure. Time limits were extended by mutual agreement.

This resolution concerns the dispute initiated by the USPS on November 21, 2013. Specifically, the issue herein involves whether the Postal Service can only hire PSEs, in the Maintenance Craft, to fill vacant duty assignments, after completing the normal pecking order for filling maintenance vacancies. The parties agree as follows:

The answer to the question stated by the issue is: Yes.

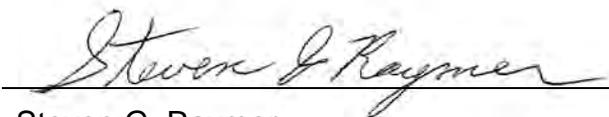
The parties agree that Maintenance Craft vacancies are filled in accordance with Article 38 and by applying the Order for Filling Maintenance Craft Vacancies beginning on page 280 of the 2012 JCIM in the order listed, which could include conversion to career of existing PSEs. It is at the point of employment (item 10) that a determination is made of whether a new hire is a PSE. Once employed, a Maintenance Craft PSE is utilized to cover for the vacant duty assignment which existed to permit the hiring.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement. Any cases held pending this dispute shall be released and processed in accordance with Article 15.

Sincerely,



Terry C. LeFevre
Labor Relations Specialist
Contract Administration (APWU)
United States Postal Service



Steven G. Raymer
Director
Maintenance Division
American Postal Workers Union, AFL-CIO

Date: September 30, 2015