

Charlie Cash

From: Charlie Cash
Sent: Wednesday, June 7, 2023 1:51 PM
To: Richardson, Shannon R - Washington, DC
Subject: RE: [EXTERNAL] RE: Interpretive Review--NACI background checks/application of handbooks and manuals

Thank you Shannon. Also, based on our conversations, there is also no dispute that it is changes to handbook and manual provisions directly relating to wages, hours, or working conditions may be made by management are the subject of national level grievances. The application of handbooks and manuals can be raised at regional arbitration.

Thank-you,

Charlie Cash

Industrial Relations Director
American Postal Workers Union, AFL-CIO
202-842-4273 Office

PRIVILEGED AND CONFIDENTIAL: Communications sent from this email address may contain sensitive information. This communication, including attachments, is for the exclusive use of addressee and may contain proprietary, confidential or privileged information. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. If you're not the intended recipient, please notify the sender immediately by return email and delete this communication and destroy all copies.

From: Richardson, Shannon R - Washington, DC <Shannon.R.Richardson@usps.gov>
Sent: Wednesday, June 7, 2023 12:51 PM
To: Charlie Cash <CCash@apwu.org>
Subject: RE: [EXTERNAL] RE: Interpretive Review--NACI background checks/application of handbooks and manuals

Charlie,

If I recall our conversation correctly, the question was whether we have a disagreement to allow individuals who have passed their evaluation or probationary period and are subsequently let go for an unfavorable NACI access to the grievance/arbitration procedure. Any employee should have access to the grievance/arbitration procedure once they have completed the evaluation/probationary period. While passing the NACI is considered a condition of employment, if the results of the NACI are not completed prior to the conclusion of the evaluation/probation period, then the employee would have access to the grievance/arbitration procedure to challenge the separation. The challenge would be based on local circumstances.

If I have misunderstood the nature of the issue, please give me a call to discuss further.

Thanks,

Shannon Richardson
Director, Contract Administration APWU
Labor Relations
Office: 202-268-5842
Cell: 202-607-5628

From: Charlie Cash <CCash@apwu.org>
Sent: Wednesday, June 7, 2023 12:31 PM
To: Richardson, Shannon R - Washington, DC <Shannon.R.Richardson@usps.gov>
Subject: [EXTERNAL] RE: Interpretive Review--NACI background checks/application of handbooks and manuals

CAUTION: This email originated from outside USPS. **STOP and CONSIDER** before responding, clicking on links, or opening attachments.

Shannon,

Any feedback yet on this? I need to know if a dispute is going to be needed.

Thank-you,

Charlie Cash

Industrial Relations Director
American Postal Workers Union, AFL-CIO
202-842-4273 Office

PRIVILEGED AND CONFIDENTIAL: Communications sent from this email address may contain sensitive information. This communication, including attachments, is for the exclusive use of addressee and may contain proprietary, confidential or privileged information. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. If you're not the intended recipient, please notify the sender immediately by return email and delete this communication and destroy all copies.

From: Charlie Cash

Sent: Wednesday, May 24, 2023 10:33 AM

To: 'Richardson, Shannon R - Washington, DC' <Shannon.R.Richardson@usps.gov>

Subject: Interpretive Review--NACI background checks/application of handbooks and manuals

Shannon,

To confirm our conversation on the NACI issue and separations after probation, see the attached joint file that was sent to me.

We also agreed that the 30-day time limit to release back to arbitration is being extending for further discussions/review.

I also understood that there was no disagreement that field application of handbooks and manuals can be a subject of the grievance arbitration process and that challenges to changes of handbooks or manuals and whether or not those changes affect wages, hours, working conditions and the fair, reasonable, equitable standard is what is subject national level discussions/dispute process.

Thank-you,

Charlie Cash

Industrial Relations Director
American Postal Workers Union, AFL-CIO
202-842-4273

PRIVILEGED AND CONFIDENTIAL: Communications sent from this email address may contain sensitive information. This communication, including attachments, is for the exclusive use of addressee and may contain proprietary, confidential or privileged information. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. If you're not the intended recipient, please notify the sender immediately by return email and delete this communication and destroy all copies.