AMERICAN POSTAL WORKERS UNION, AFL-CIO — STEP 1 GRIEVANCE OUTLINE WORKSHEET

DISCIPLINE (NATURE OF) OR CONTRACT (ISSUE)	CRAFT	DATE	LOCAL GRIEVANCE	USPS GRIEVANCE
HCR drivers must be counted as casuals Article 7	MVS		#	#

UNIT/SEC/BR/STA/OFC	DATE/TIME	USPS REP - SUPR	GRIEVANT AND/OR STEWARD

STEP 1 DECISION BY (NAME AND TITLE)	DATE AND TIME	INITIALS	INITIALING ONLY VERIFIES DATE OF DECISION

GRIEVANT PERSON OR UNION (Last Name First)	ADDRESS	CITY	STATE	ZIP	PHONE
Class Action					

SOCIAL SECURITY NO.	SERVICE SENIORITY/CRAFT	STATUS	LEVEL	STEP	DUTY HOURS	OFF DAYS
	MVS					☐ SAT ☐ SUN ☐ MON ☐ TUE ☐ WED ☐ THU ☐ FRI

JOB#/PAY LOCATION/ (UNIT/SEC/BR/STA/OFC)	WORK LOCATION CITY AND ZIP CODE	LIFETIME SECURITY	VETERAN
		☐ Yes ☐ No	☐ Yes ☐ No

Notes:

(a) Problem: HCR drivers must be counted as casuals as a result of 4 documents (Ong/Guffey dated 12/5/90, Pulcrano/Burrus dated 6/28/89, by letter from Downes to Burrus dated 5/12/94 and by the USPS' brief on case Q90C-6E-C-94 46800). The Post Office is doing this in violation of Article 1, 7, 15 and 39.

(b) Background: The Step 4 agreements above establishes that the union clearly agreed with the Postal Service that contract employees from temporary employment agencies could be used as causal employees as long as they were counted against the casual cap and held to the same restrictions as other casual employees. The trucking companies fall into the same mold as any other employment agency such as was the case with Kelly girls and these non-career employees (HCR Drivers) clearly stand under the same umbrella as Kelly girls.

(c) Documents: See Problem

(d) Corrective Action: HCR drivers be counted against the casual cap and the Union be awarded the monetary resolution as stated in Art 7.1.B. Those HCR casuals were used in lieu of career employees, the craft will be made whole and that includes, but is not limited to hour for hour compensation.

(e) Management's Response: