



FORMAL STEP A RESOLUTION FORM

NALC GRIEVANCE NUMBER: B4-00349-21

GRIEVANT NAME: CLASS ACTION

INSTALLATION/STATION: NASHVILLE / GREEN HILLS STATION

DATE OF DECISION: AUGUST 6, 2021

The issue of this grievance pertains to:

DID MANAGEMENT IN THE NASHVILLE INSTALLATION AT THE GREEN HILLS STATION VIOLATE MANAGEMENT INSTRUCTION MANUALS AS-882-2011-6 AND ASM 273.172 VIA ARTICLE 19 OF THE NATIONAL AGREEMENT WHEN THEY TOOK PICTURES OF EMPLOYEES WITHOUT THEIR CONSENT?

DID MANAGEMENT IN THE NASHVILLE INSTALLATION AT THE GREEN HILLS STATION VIOLATE ARTICLE 15.3.A OF THE NATIONAL AGREEMENT AND POSTAL SERVICE POLICY LETTER M-01517 WHEN THEY FAILED TO COMPLY WITH PREVIOUS DRT RESOLUTIONS?

As a result of a Formal Step A meeting of the Dispute Resolution Process we the parties agree to the following resolution of this grievance:


THE FORMAL A PARTIES AGREE THE CASE FILE CONTAINS A PREVIOUS PRECEDENT SETTING STEP B DECISION (C16N-4C-C 18439534) THAT STATES THE FOLLOWING:

The Dispute Resolution Team (DRT) has **RESOLVED** this grievance. The DRT determines Management will cease and desist photographing Letter Carriers in the performance of their duties and/or photographing mail pieces without the required approval notated in Management Instruction AS-882-2011-6.

Article 15.2 (Step B) of the National Agreement on JCAM page 15-8 states the following:

A Step B decision establishes precedent only in the installation from which the grievance arose. For this purpose, precedent means that the decision is relied upon in dealing with subsequent similar cases to avoid the repetition of disputes on similar issues that have been previously decided in that installation.


NALC REPRESENTATIVE


USPS REPRESENTATIVE



Date Received at Step B (MM/DD/YYYY)

USPS-NALC Joint Step A Grievance Form

INFORMAL STEP A — NALC Shop Steward Completes This Section (See instructions on page 2.)

1. Grievant's Name (Last, first, middle initial) Class Action			2. Grievant's Telephone No. (Include area code) -	
3. Seniority Date (MM/DD/YYYY)	4. Status (Check one) <input type="checkbox"/> FT <input type="checkbox"/> FTF <input type="checkbox"/> PTR <input type="checkbox"/> PTF <input type="checkbox"/> CCA		5. Grievant's Employee Identification Number (EIN)	
6. District, Installation, Work Unit, ZIP Code® Nashville / Green Hills / 37215			7. Finance No. 47-6158	
8. NALC Branch No. 4	9. NALC Grievance No. 64-00349-21	10. Incident Date (MM/DD/YYYY) 07/12/2021	11. Date Discussed With Supervisor (Filing date) 07/23/2021 7/28/2021	
12a. Companion MSPB Appeal? <input type="checkbox"/> Yes <input type="checkbox"/> No		12b. Companion EEO Appeal? <input type="checkbox"/> Yes <input type="checkbox"/> No		
13a. Supervisor's Printed Name, Initials, and Telephone No. Patrice Kennedy 615-331-7709		13b. Steward's Printed Name, Initials, and Telephone No. Jason Crosby, 615-573-7194		

FORMAL STEP A — Formal Step A Parties Complete This Section (See instructions on page 2.)

14. USPS Grievance No.: Obtain prior to Formal Step A meeting.

15. Issue Statement: Provide contract provision(s) and frame the issue(s).
See Attachment:

16. Undisputed Facts: List and attach all supporting documents. Use additional paper if necessary. Attachments? No Yes Number ____

17. UNION'S full, detailed statement of disputed facts and contentions: List and attach all supporting documents. Use additional paper if necessary. Attachments? No Yes Number ____

18. MANAGEMENT'S full, detailed statement of disputed facts and contentions: List and attach all supporting documents. Use additional paper if necessary. Attachments? No Yes Number ____

19a. Union Representative: Enter the remedy requested by the union.
See Attachment:

19b. Settlement Offer: List any settlement offers by either party on page 3.

20. Disposition (Check one) Resolved Withdrawn Not Resolved Date of Formal Step A Meeting (MM/DD/YYYY) **8/6/2021**

21a. USPS Representative's Name MICHAEL ACCIALETTA	21b. Telephone No. (Include area code) 201-841-1697
21c. USPS Representative's Signature <i>[Signature]</i>	21d. Date (MM/DD/YYYY) 8/6/21
22a. NALC Representative's Name Jason Leath	22b. Telephone No. (Include area code)
22c. NALC Representative's Signature <i>[Signature]</i>	22d. Date (MM/DD/YYYY) 8/6/2021