



# The Detroit Postal Worker

A NEWS BULLETIN FOR APWU MEMBERS

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American Postal Workers Union, AFL-CIO - Detroit District Area Local

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20530 Southfield Road • Detroit, Michigan 48235 • 313 532-9305 • Fax 313 532-5433 • [www.apwudetroit.org](http://www.apwudetroit.org)

September 1, 2020

## DNDC Line H Maintenance Grievance

There have been a lot of rumors circulating the NDC regarding the Maintenance LINE H grievance filed for the 2019 calendar year. This flyer is to bring the APWU Maintenance Members up to date on the status of the Line H grievance.

On December 12, 2019, APWU NDC Facility Director, Tracey Thorns, filed an APWU Class Action grievance with USPS NDC Maintenance Manager, Marcus Simmons, on the Line H violations in your Facility. The grievance was the result of management's violation of the Memorandum of Understanding between the parties dated July 9, 2014, signed by American Postal Workers Union National Director, Maintenance Division, Steven G. Raymer and the Manager of Contract Administration for the USPS, Patrick Devine.

The MOU outlines a required number of custodial work hours dedicated for the size and specifics of your facility. If management falls short of the required 90% work hour threshold, or if the work hours are less than the 90 percent of current staffing of custodial hours actually worked, the USPS is to compensate the current custodians with the hours the facility was shorted. Remembering that management has a 10% lee-way in this calculation.

The American Postal Workers Union, while searching through hundreds of documents, postal records, and clock rings, concluded that a violation of the Line H MOU occurred when the USPS fell short of the 90 percent work hour threshold required by the Memorandum. In other words, the union alleges, while supported with documentation, that management failed to keep the DNDC properly staffed for the prior physical year (12 month period October 1, 2018 through October 1, 2019).

Subsequently, the grievance was denied at Step 1 and was appealed to Step 2. APWU Assistant DNDC Facility Director, Matthew Abdilla met with the USPS Manager of Maintenance, Jeffrey Moore, in accordance with the contract provisions. After several discussions, management denied the grievance because they argued the work hours requested by the union were not accurate. Management provided their written denial of the

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grievance to the union dated July 20, 2020. Matthew Abdilla appealed managements written grievance denial to Step 3 on July 22, 2020.

The grievance contains approximately 600 pages of documents, and a CD with employee clock rings and postal forms to support the unions allegations. The case file was received by the USPS in Tampa, Florida and a copy in Allen Park, MI on July 28, 2020. The case file is being discussed at the Step 3 level of the grievance procedure as outlined in the 2018 – 2021 APWU/USPS Collective Bargaining Agreement, by Curtis Walker, National Business Agent for the American Postal Workers Union, Bloomington, MN. Curtis will be APWUs representative through the rest of the process.


It is true that some offices in the 482 District have resolved their Line H grievances at Step 2 and Step 3. Some smaller offices seem to be settling. This is a different story with the larger facilities. The monetary settlement the union is seeking is close to a quarter of a million dollars for the DNDC. We realize that the USPS is going to fight this case with vigor because of the enormous cost.

Currently, we are waiting for a decision from Step 3 on the grievance. For the NDC members, your NDC Facility Director Tracey Thorns put in a lot of hours of research, communicating with officers across the State of Michigan, finding and working through pages and pages of documents to put this grievance together. At the Step 2 level, Matt Abdilla spent many nights verifying records and compiling the countless pages of documents, rebutting managements arguments of no existing violations, and pushing on time limits to get the case sent up to our Business Agent. They both did an outstanding job.

The local union will keep the NDC maintenance employees updated with the progress of the Line H grievance: the local Line H grievance is CASE # 19 MAINT 1722, Gats # J 18T-1J-C 19519572.

In union solidarity,

  
Keith M. Combs, Sr.  
President

  
Patrick A. Chornoby  
Executive Vice President

  
Tamika Johnson-Smith  
Secretary-Treasurer