

Report of Industrial Relations Director Charlie Cash
National President's Conference
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Login Issues: LiteBlue/SSP/MFA

There are issues still being reported regarding employees logging in to LiteBlue. Current issues raised to my level include “unknown device” issues and password reset issues. In recent months, the Postal Service implemented updates that allows for password resets to be completed quickly instead of waiting for a letter be sent through the mail. If an employee has an updated email on file, I have been told resets can be facilitated by an email exchange. Also, if an employee is locked out after 6 unsuccessful attempts, they can reset their password after one hour. For “unknown device” issues, the system is supposed to ask the person attempting to login to answer a security question. If the question is answered correctly, the system is then supposed to continue through the MFA login process. We know this does not work for all employees. We also know that if you call HRSSC you may get passed on to the IT help desk. It has then been reported that employees may get passed back to HRSSC and a continuous know helpful loop ensues. If for some reason an employee cannot login, have “unknown device” issues that cannot be resolved, etc. please provide DIR Executive Assistant Lee Branca with the following information: Employee Name, EIN, a good contact phone number, a good email address they can receive emails (preferably the one they registered their SSP/MFA account with), and identify the specific issue they are having. We have contacts we can deal with to get them help. Every employee needs to verify that their SSP account has accurate contact information and security questions set up to help password recovery and login issues easier to rectify.

National Arbitration/Dispute Update

Q10V-40-C 14256800 Conversion of 600 PVS Routes Contracted to HCR to the Motor Vehicle Craft:

This case involves interpretation of the *MVS Jobs MOU* from the 2010-2015 National Agreement. The dispute revolves around the definition of a PVS Route and how many jobs should have been returned to the APWU. The Postal Service has taken the position that this means only 600 jobs should be returned to the MVS Craft. Arbitrator Daniel Brent heard the case and ruled in the APWU's favor on July 21, 2023. In his Award, Arbitrator Brent ruled in favor of the APWU, finding that the Union advanced the “more persuasive interpretation” of the term “PVS routes.” Arbitrator Brent observed that describing the HCR insourcing “in terms of number of routes to be converted, rather than number of duty assignments or bargaining unit jobs or driving assignments,” supported the Union’s “assertion that the balance of evidence, particularly the expression of the new obligations to convert 600 existing routes as a minimum and [to] scrutinize thousands of other HCR routes for potential bargaining unit jobs[,] ... better explain[ed] and therefore mandate[d] interpreting the reference to ‘PVS routes’ in Section 2 [of the MOU] as sought by the Union.” Given the context of the subcontracting process under Article 32 as well as the rest of MVS Jobs MOU, Arbitrator Brent concluded that the term “PVS routes” could not “be construed as referring only to 600 duty assignments as the Employer contends.” Because the Postal Service failed to insource 600 HCR routes, Arbitrator Brent held that the Postal Service violated the Motor Vehicle Craft Jobs MOU. Arbitrator Brent remanded the matter back to the Union and the Postal Service to determine an appropriate remedy for the Postal Service’s violation.

6X 21C-6X-C 23088825 Theft of Direct Deposit Dispute:

The APWU filed a National Level dispute on the theft of Direct Deposit. As previously mentioned, 460 APWU represented employees lost their Direct Deposit through “bad actors” making changes to their LiteBlue direct deposit information. The NALC and the NPMHU also filed similar cases. The NALC case went to arbitration on January 23, 2024. Both the APWU and the NPMHU intervened in the case. The

outcome of this case will be applied to the APWU grievance. The Postal Service made arguments that an employee does not actually have to receive their pay. If the Postal Service processes the pay the employee is therefore paid and actual receipt of pay is meaningless. The Postal Service also attempted to fully lay the blame of the “bad actors” accessing the LiteBlue network was fully the fault of the employees. The APWU was an active participant. Our case file and witness presentation were central to the hearing. Briefs are scheduled to be submitted in April with the expectation of a decision to be rendered later in the summer.

6X 21C-6X-C 22330920, 22330867, 23000506 Consolidated Welcome to the USPS (W2USPS)

These are the consolidated national disputes on the “Welcome to the USPS” (aka “New Employee Orientation.” Settlement discussions are ongoing.

O18T-6O-C 21160044 Maintenance capable and Non-Maintenance Capable Offices

The issue as stated by the Maintenance craft in this case is *whether the* Postal Service violated the APWU National Agreement through its definition and application of Offices with Maintenance Capability and Offices without Maintenance Capability in the Administrative Support Manual. This case was settled. Questions on the application of the settlement should be directed to your Maintenance Craft Officers.

Recently Filed National Disputes

HOTC20240115 and HOTC20240116—New/Updated TACS Training

These are two companion cases on the unilateral changes made to the 2016 Course #30167-01Time and Attendance Collection System -Supervisor's Training Participant Guide. One case is an Article 15 case, and one is an Article 19 case. Specific questions on this case should be directed to Director Lamont Brooks.

HOTG20240120—Failure Properly Screen Drivers Engaged via Freight Auction Services

This dispute is a dispute about management failing to follow the tenets of Article 14 when it engages drivers via freight auction services. The Postal Service does not require completion of the required screening. Without completion of this process, the Postal Service cannot verify that the drivers have a safe driving record, a suitable criminal history (or lack of a criminal history) to work within the postal system, nor verify the drivers are not using any of the listed banned drugs. Unvetted drivers are not issued badges and do not receive the required “nonsensitive” clearance from the Postal Inspectors. This puts all postal employees at risk, the sanctity of the mail is violated, and the public could be in danger on the roadways. The failure to enforce the clearance procedures for these drivers violates the letter and the spirit of Article 14.

6X 21C-6X-C 23393292—PO-408 Unilateral Changes to the MPFR Policies and Procedures Manuals

This dispute revolves around the Postal Service’s unilateral changes to the PO-408 Area Mail Processing guide to the new two volume Mail Processing Facility Review policy manual and procedure manual. The APWU believes changes related to wages, hours, and working conditions need to be negotiated with the APWU as outlined in a previous Das award on changes to this manual. The APWU has met with the Postal Service multiple times on the case and it more than likely will be appealed to arbitration.

6X 21C-6X-C 24000363—Article 12 Failure to Keep the Dislocation and Inconvenience of Career employees to Minimum

This is an Article 12 case that is specific to the Postal Service failing to withhold the necessary number of positions to minimize the impact of excessing on APWU bargaining unit employees. It is specifically

related to NPMHU conversion of MHAs and the Postal Service failing to withhold mail handler residual duty assignments that could be landing spots for impacted APWU bargaining unit employees. The parties have met multiple times, and it should be expected that this case will be appealed to arbitration. ***This is not a “catch all” case and should not be used as a reason not to file grievances at the local level.*** Local should be in communication with the Regional Coordinators or their designees regarding any Article 12 impacts they are facing and seek guidance at the Regional level on grievance filing.

6X 21C-6X-C 24165358—Employees Discharged for “Unfavorable NACI” Background Check after Completing Probation

This case involves separations of employees due to an "unfavorable" NACI background check after completing the Article 12.1.A probationary period (career employees) or the meets the Postal Support Employee 90/120-day requirement for access to the grievance procedure found in the *PSE Memorandum 3. Other Provisions subsection B.3*. Specifically, if an employee is discharged for an unfavorable NACI background after probation, is such discharge subject to the processes outlined in Article 16 of the CBA? The parties met, came to an impasse, and scheduled the exchange of “15-Day” letters, and are discussing scheduling this case for arbitration in December. There are multiple employees who discharge cases are being held behind this lead national dispute. This dispute is being expedited to national arbitration so employees can have closure on their discharge cases.

National Arbitration Dates

The following cases are scheduled for arbitration:

6X 18C-6X-C 21427822 May 22-23, 2024, Arbitrator Margo Newman (via ZOOM)

This case involves the failure of the Postal Service to bargain with the APWU over the “impact and effect” of the changes made by the Postal Service to the district structure. The word “district” is utilized throughout our CBA and the realignment had an effect on these contractual provisions.

6X 18C-6X-C 21427822 June 4-5, 2024, Arbitrator Daniel Brent

This case involves the proposed changes to the General Expeditior P7-07 (Occupation Code 2315-11XX) job description to the Dispatch Coordinator position.

With negotiations and the national convention upcoming, national arbitration will resume in November 2024. One national arbitration date has been selected per month through March 2025 (Arbitrator contracts expire at the end of March 2025). The parties will schedule cases later.

National Negotiations

Negotiation prep is well underway at headquarters. The Rank-and-File Bargaining Advisory Committee has been appointed and will be in Washington, DC to meet with the National Negotiations Committee in early April. As part of preparation, a series of what we call educational sessions have been held and more are scheduled for the National Negotiations Committee and other members of the negotiating team to be informed of items like the state of the Postal Service finances, the current labor economy, other negotiated contracts from our sister unions and private sector unions, and other issues we face in negotiations. The National Negotiations Committee has met and is discussing contractual issues that need to be addressed, negotiations strategy, and other logistical issues. Negotiations will open on June 25, 2024. The opening session will be live streamed.



Solidarity!