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HISTORIC ARBITRATION AWARD IN CFS CLASS ACTION GRIEVANCE MANAGEMENT'S RECKLESS VIOLATION PROVIDES \$1,000,000.00 PLUS WINDFALL FOR 24 FORMER CFS CLERKS

The holiday season will be a lot merrier for 24 former Oakland CFS clerks, thanks to an arbitrator's decision. The ruling has given them portions of an award totaling \$1,039,572.91 – arguably one of the largest payouts to individuals in APWU history. Some of the people received over \$50,000.00. The decision settles a crossing crafts grievance filed in 2002.



The case originated with the practice of having injured letter carriers work in the CFS unit. The Oakland Local argued that the carriers should have been assigned elsewhere. Their presence in the unit denied overtime to CFS clerks on the overtime desired list.

After the decision was issued, the USPS contended that only five or six clerks were affected. The Oakland Local argued successfully for the inclusion of twenty-four clerks, nearly 25% of the CFS clerks holding duty assignments in the unit at the time. The violation period extended from May 7, 2002, through July 29, 2006.

The Oakland Local contended that for every hour worked in the unit, EVERY affected CFS clerk on the ODL should be paid an equal amount. Arbitrator Butler ruled in the Local's favor in the original grievance. However, the Local had to file a noncompliance grievance in 2010 when management did not pay the people.

On June 27, 2013, Arbitrator Altemus ruled that the twenty-four individuals identified by the Local will be paid for the periods of time they were actually available for work during the relevant period, plus interest at the Federal Judgment rate.

The checks, which range from \$21,819.97 to \$55,893.31, have been issued, as well as the interest checks.

It's A Date

- Arbitration Hearing 12/3/13
- Arbitration Hearing 12/19/13
- Arbitration Hearing 1/7/14
- Membership Meeting 1/11/14





Snowtavia Walker

Tiara D. Terry

Adam A. Ross

Lolita Lacanlale

Tamysha J. Slater

Elizabeth D. Goodwin

Mohamed K. Yousfi

Carlito B. Catubig

Vu H. Tran

Hocine Tamoud

Robin Rogers

Xiang X. Tobin

Jarrin T. Green

Dawn K. Martin

Colin T. Simone

Phounakhone Khomsonerasinh

Arthur VeLarde

Elesha Jefferson

Autumn Welch

Larrisha Calhoun

Bruce L. LaViolette, II

Jerzelle Collins

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Kiwanne K. Cunningham

Leilani M. Nash

Richard A. Lopez

Jamika K. Ross

Sarah J. Ross

Joseph D. Hopkins

Regina P. Davis

Michelle K. Anderson

Ambers Epperson

Alexander M. Quidachay

Enrique Salazar

CASH FOR ANNUAL LEAVE

Annual Leave Exchange MOU



Career employees are allowed to sell back a maximum of 40 hours of annual leave prior to the beginning of the leave year provided the following 2 criteria are met:

1. The employee must be at the maximum leave carry-over ceiling at the start of the leave year, and
2. The employee must have used fewer than 75 sick leave hours in the leave year immediately preceding the year for which the leave is being taken.



TO PSEs' HEALTH

FEHB Program, Article 21.1 MOU and Article 17.6 CBA

To be eligible for health benefits enrollment, PSEs must meet 3 requirements:

1. Complete 365 calendar days of continuous employment with no break in service more than 5 days;
2. Have a regular scheduled tour of duty, arranged in advance and expected to last at least six months, and
3. Maintain sufficient earnings each biweekly pay period to have the total cost of premiums withheld from pay after mandatory deductions for Social Security, Medicare and federal tax.

The Postal Service will make a contribution in the amount of 75% of the total premium for any eligible PSE who selects the APWU Consumer Driven Self or Family Health Plan.

When PSEs become eligible for health insurance, the Postal Service will provide the APWU ample opportunity to address such employees on this subject.

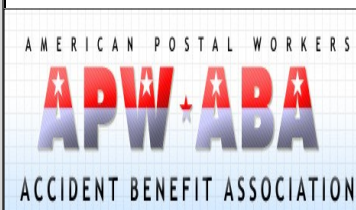
USE IT OR LOSE IT

ANNUAL LEAVE CARRYOVER MOU

Bargaining unit employees may carry over up to 440 hours of accumulated annual leave from one year to the next. Any leave beyond the maximum carryover is forfeited by the employee.

Supervisors should exercise care to assure that bargaining unit employees do not have to forfeit any part of their annual leave.

Bargaining unit employees are encouraged to keep a watchful eye on their leave balances to assure that they do not end up with excess annual leave.



Members of the APWU /ABA who wish to file a claim must contact Richard Makarwicz at: (562) 234-8878.