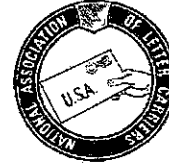


Central PA / South Jersey DRT  
2100 N. 13<sup>th</sup> Street  
Reading, PA 19612  
Phone 610-921-7035 or 610-921-7086  
FAX 610-921-7025



## STEP B DECISION

Step B Team: **Bartko & Leeking**

Decision: **Resolved**  
USPS Number: **4B19N-4B-C 24039386**  
Grievant: **Class Action**  
Branch Grievance Number: **274-23-695**  
Branch: **274**  
Finance Number: **41-0128**  
Installation: **Allentown**  
Delivery Unit: **Allentown**  
Zip Code: **18109**  
State: **Pennsylvania**  
Incident Date: **10/16/2023**  
Date Informal Step A Initiated: **10/31/2023**  
Formal Step A Meeting Date: **None**  
Date Received at Step B: **12/04/2023**  
Step B Decision Date: **01/31/2024**  
Issue Code: **19.0000**  
NALC Subject Code: **507799**

District: **Central PA**

**ISSUE:** Did management violate Articles 41.3.E or 19 of the National Agreement via the M-39 or M-41 Handbooks when they told carriers they are not to message management through the MDD Scanner? If so, what is the appropriate remedy?

**DECISION:** The Dispute Resolution Team (DRT) has **RESOLVED** this grievance. The Team agrees carriers shall be permitted to utilize the scanner messaging function in case of emergency or to communicate USPS business to management. The use of this function does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41.


**EXPLANATION:** According to the facts in the file, on September 20, 2023, Letter Carrier Timothy Smith sent a message to management via the MDD Scanner. The carrier received a message back from the postmaster stating messages can only be sent in case of an emergency. On October 16, 2023, Letter Carrier Michael Stills sent a message to management via the MDD Scanner. The carrier received a message back from the postmaster stating messaging is not to be used for authorization of overtime. The union objected and filed this subject grievance.


The union contends management violated the National Agreement when they sent Letter Carrier Michael Stills a message stating he should only send a message if there is an emergency and not for overtime authorization. Management had previously instructed Carrier Timothy Smith how to use the scanner and to stay in touch with management about progress on his assignment. Management often utilizes this function to contact carriers about routine business such as overtime assignment instructions.

The union argues Article 41.3.E requires management to supply items for the proper performance of carrier functions. The union states the Postal Service has made this functionally available to carriers. They do not provide cell phones to carriers and it is inappropriate to expect carrier to use a phone as a means of communication. As such the union requests management cease and desist further violations of this nature and that management have a supervisor available to answer the phone should a carrier choose to call from the street.

Management failed to schedule and meet at Formal Step A. Seeing that the file is sufficiently developed, the Team will render a decision based on the appeal received from the union.

The DRT has reviewed all the facts and contentions presented in this grievance file. Our review finds the carriers shall be permitted to utilize the scanner messaging function in case of emergency or to communicate USPS business to management. The use of this function does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41.

  
\_\_\_\_\_  
Sue Bartko  
Step B Representative-USPS

  
\_\_\_\_\_  
Joshua P. Leeking  
Step B Representative-NALC

cc: Step A Parties  
National Business Agent  
Area Labor Relations Manager  
District Manager  
District Human Resource Manager  
District Labor Relations Manager  
File

Grievance File Contents  
PS Form 8190  
Union Contentions  
Witness Statements  
Scanner Messages  
Contract Citations  
Prior Step B Decision  
M-39/M-41 Citations  
RFI/Time Limit Extension  
Formal A Appeal