



STEP B DECISION

DRT - Suncoast WEST

John W. Mitchell
Mark D. Barnes

Grieving District

Georgia

Decision: Resolve
USPS Number: 4G 19N-4G-C 23331655
Grievant: Class Action
Branch Grievance Number: EW070523
Branch: 313
Installation: Brunswick
Delivery Unit: St. Simons
State: GA
Incident Date: 07/05/2023
Date Informal Step A Initiated: 07/12/2023
Formal Step A Meeting Date: 07/18/2023
Date Received at Step B: 07/21/2023
Step B Decision Date: 09/28/2023
Issue Code: 14.0000
NALC Subject Code: 600210, 600139
Original Step B Received Date: N/A
Date Sent to Assisting Team: N/A

ISSUE: Did management violate Articles 3, 5, 14, 15, 17, 19 and 31 of the National Agreement by certifying employees had received the mandatory HIPP training in the Brunswick, AG Installation, and by failing to provide requested information? If so, what is the appropriate remedy?

DECISION: *Based upon the documentation in the file, the Step B Team has agreed to **resolve** this dispute. The DRT agrees management violated Articles 3, 5, 14, 15, 17, 19 and 31 when they falsified training records for HIPP training and failed to provide requested information and is issued a cease and desist. HIPP training will be conducted yearly by April 1st of that year in accordance with Postal directives. Additionally, the union will be provided copies of the training records of the carriers who were shown the FY23 Heat Stress Recognition and Prevention video. Any carrier that has not been given this training will receive it within 14 days receipt of this decision. A copy of this Step B decision shall be posted on all bulletin boards in the Installation and the Branch President shall be provided written confirmation no later than March 31 — every year — that the Heat Training has been completed, who received the training, what date it was completed and who conducted it. When the union requests information, in order to process a grievance, management will provide the union with the requested information within three (3) business days. If not already done, management will provide the requested information within three days receipt of this decision. If the requested information cannot be provided within those three days, a **written explanation** is to be provided to the Branch President detailing the reasons for the delay within those same three business days, however there should be no unreasonable delay in providing the requested information. Future violations of this type may result in escalating remedies.*

EXPLANATION: The crux of this dispute concerns NALC contentions management violated the National Agreement when they falsified HIPP training records and failed to provide the union with requested information.

Union contentions in part: Management falsified HIPP training records for several carriers in the Brunswick, GA Installation. Some of the carriers were not on the clock the day the records were falsified. HIPP training is required for all employees by April 1 of each year. The union submitted a request for information and management did not provide training records for city carriers.

Management contentions in part: HIPP training was directed by the Postmaster to be given to all employees. This training was given 03/16/23 and 03/17/23, although there were some technical issues with the video, so the transcript was read. Since the training was directed to be given, the Postmaster entered the training in HERO as an Express Class. The video was played in July for carriers to get additional training.

The PS Form 8190: contained in the file demonstrates the parties stipulated to thirty-nine (39) pages of undisputed facts. All other documents and contentions remain in dispute and subject to the respective parties' burden of proof. In a contract case, NALC bears the burden of proof.

DISCUSSION: The union advance this grievance averring management in the Brunswick, GA installation falsified training records for the Heat Illness Prevention Program (HIPP), specifically, that carriers who were not on the clock were certified that the training was given. Management avers the training was directed by the Postmaster and the Postmaster entered the training into employees HERO program.

The HIPP training is required to be given to all employee by April of each year. It is apparent that the Brunswick, GA Installation tried to have this training completed by mid-March, however, the file demonstrates several employees were not working on the date the training was certified as given. The USPS HERO course FY23 HIPP indicates that it is some 20 minutes in length and appears carriers at the St. Simons station were on a training function for that amount of time. However, the carriers at the Main Office were only on a training function for less than 6 minutes.

The following language is relevant to this dispute:

EMPLOYEE AND LABOR RELATIONS MANUAL

732.1 Individual Training Records

732.11 Training Tracking System

Postal Service training for all employees must be documented and maintained in Cornerstone OnDemand HERO as the system of record.

732.12 PS Form 2432, Individual Training Progress Report

The employee must record on PS Form 2432, Individual Training Progress Report, the training hours that are to be entered manually into HERO, as the system of record.

732.13 PS Form 2548, Individual Training Record

New employee training must be recorded on PS Form 2548, Individual Training Record. The training agent (the LDDS or the employee's job instructor) and the immediate supervisor complete PS Form 2548. The LDDS retains the form at a central location, which the training supervisor or manager determines.

811.21 Management Commitment, Involvement, and Accountability

Managers must:

- a. Demonstrate a commitment to providing safe and healthful working conditions in all Postal Service owned and leased installations,*
- b. Become involved in day-to-day safety performance, and*
- c. Be held accountable for safety performance and compliance with OSHA standards and regulations (see Handbook EL-802, Executives' and Managers' Safety and Health Program and Compliance Guide).*

As the National Parties have agreed that heat related issues are a serious safety concern, the DRT agrees the file demonstrated that HIPP training records were falsified in the Brunswick, GA installation. The parties are directed to meet by March 31, each year, to discuss the HIPP training and to ensure all employees have been given the training.

Time limits at step B were extended by mutual consent. The file was thoroughly examined with appropriate weight given to the fact/circumstances proffered by each party and considered when reaching our decision.



Mark D. Barnes
USPS – Step B Rep

USPS: Mgr HR, Mgr LR
Local PM & Step A Rep



John W. Mitchell
NALC – Step B Rep

NALC: National Business Agent
Local NALC President & Step A Rep

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