



DISPUTE RESOLUTION PROCESS
NAPLES, FLORIDA
FORMAL A



Grievance Number: 212-MAIN-SC-23
Grievant: Class
Incident Date: 06/08/2023
Informal A Meeting: 10/21/2023
Appeal to Formal A: 10/25/2023
Formal A Meeting: 10/31/2023

Issue:

- (1) Did Management violate Article(s) 3, 5, 14, 15, and/or 19 of the National Agreement via Handbook 814EL-801, EL-802, ELM 714, 732, 811, 812, 817, 821, and EL-814 by certifying Letter Carriers had properly received all the mandatory HIPP Training by the required deadline date of April 1, 2023 at the Naples Installation? If not, what is the proper remedy?
- (2) Did Management violate Article(s) 19 of the National Agreement via EL-801, ELM 732 by falsifying data entries into Letter Carriers HERO Training Records as receiving training when in fact the Letter Carriers never received the training or may have received the training on a different date than what reflects in the Letter Carriers HERO Training records? If so, what is the proper remedy?
- (3) Did Management violate Article(s) 17 and/or 31 when they did not provide the Union with the requested information? If so, what is the proper remedy?

Decision:

The parties mutually agree Management did violate Articles 3, 5, 14, 15, and 19 of the National Agreement when they did not provide ALL the required HIPP Training to the Letter Carriers by the required date. It is mutually agreed this settlement is precedent setting for the Naples Installation and Management will "Cease and Desist" from failing to provide All the required HIPP Training to all the Letter Carriers by the required date of April 1 of each calendar year. In addition, Management will provide **"FY23 Heat Stress Recognition and Prevention" "Training Type: Online Class"** to all City Letter Carriers in the Naples Installation no later than 11/30/2023.

USPS's Heat Illness Prevention Program (HIPP) and Management's Responsibilities

In 2022, the USPS issued instructions to management which detail their ongoing responsibilities relating to their Heat Illness Prevention Program (HIPP).

The document (attachment #1) provides instructions to management on their responsibilities to train Letter Carriers every year by April 1. This program requires training for all employees and supervisors. It focuses on education as a means to prevent or mitigate heat illness. This information also contains ongoing responsibilities for supervisors and managers up to the level of the Area Vice President. These responsibilities are well-detailed.

Management did violate Articles 17 and 31. It is mutually agreed this settlement is precedent setting for the Naples Installation and Management will "Cease and Desist" from failing to provide requested information to the union.

Management did violate Article 19 of the National Agreement via EL-801, ELM 732 by falsifying data entries into Letter Carriers HERO Training Records as receiving training when in fact the Letter Carriers never received the training or may have received the training on a different date than what reflects in the Letter Carriers HERO Training records.

It is mutually agreed this settlement is precedent setting for the Naples Installation and Management will "Cease and Desist" from falsifying employee record's, files, clock rings, etc whether it be training records or any other form of employee information.

-In the future, whenever management accesses a carrier's training record, a written notice shall be sent to that employee identifying who and what was entered in the file. This should be automatically sent even if management opens a carrier's record and does not enter anything.

-Any Management personnel found falsifying training records in future instances will immediately lose access to HERO and the recording of training records in any USPS system that records any training by employees.

-The Branch President shall be provided written confirmation no later than March 31 of each year that will demonstrate the HIPP has been completed in its entirety, who received the training, what date it was completed, and who conducted the training.

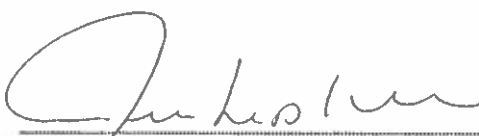
-Thereafter, the union will be provided with training records, that are imputed by any Management personnel, within three days of their entry and be permitted time-on-the-clock to examine any of the training records within the same three days. If any records are found to have been falsified, that Management personnel will be immediately relieved of any supervisory capacity over City Letter Carriers for the remainder of their career.

-Management will maintain an ice machine and provide filtered water to all employees from the signing of this decision going forward.


-In order to "Beat the Heat", the starting time for all City Letter Carriers will remain at 7:30 a.m. or earlier, which shall remain unmolested in the future.

Attachments:

- #1 HIPP Certification Requirements
- #2 EL-801
- #3 EL-802
- #4 ELM 730
- #5 ELM 714
- #6 ELM 810
- #7 JCAM Articles 3, 5, 14, and 19
- ~~#8 Undisputed Fact Sheet~~ *mjn*



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