

# An update to cases pending at the Interpretive step



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In my January *Postal Record* article, I provided an update on the five disputes pending at that time at the Interpretive level of the grievance procedure. As a recap, those cases are listed below with a brief synopsis of the core issue advanced as the interpretive dispute:

- **Q11N-4Q-J-16655901:** This case arose when collection boxes were converted from city delivery to rural delivery. The Postal Service framed the interpretive issue as whether a jurisdictional dispute initiated by NALC that concerns work assigned or being assigned to rural letter carriers may be appealed to arbitration pursuant to Article 15.4 of the USPS/NALC collective-bargaining agreement.
- **Qo6N-4Q-C-12180373:** This interpretive dispute arose from a disagreement over when the Oct. 22, 2008, MOU Re: Assignment of City Delivery expired. The Postal Service took the position that this MOU expired at midnight on Nov. 20, 2011. NALC believes that the Assignment of City Delivery MOU did not expire until the interest arbitration decision “Das Award” was issued on Jan. 10, 2013.
- **Qo6N-4Q-C-09038600:** This interpretive dispute arose from issues related to implementation of, and compliance with, the Memorandum of Understanding (MOU) Re: Article 32 Committee and the MOU Re: Subcontracting. These MOUs were implemented on Sept. 11, 2007, and placed additional prohibitions on contracting out city letter carrier work.
- **Qo6N-4Q-C-11377406:** This case was a product of a test conducted by USPS, referred to as the Caser/Streeter program. The test involved restructured city letter carrier assignments—separating a delivery unit’s office casing and associated duties from street duties for a six-month period in about 60 sites around the country. The interpretive issue concerning the program is whether the Postal Service may suspend compliance with the National Agreement under the guise of conducting a test. This test was similar, but not identical, to the recent consolidated casing test.
- **6X19-N-6X-C-23276415:** This case concerns the failure of the Postal Service to adequately protect access to employees’ electronic payroll information. As a result, many employees enrolled in direct deposit via PostALEASE fell victim to a criminal attack on LiteBlue, which resulted in the wages of city letter carriers and those of other postal employees being diverted and stolen.

Prior to the attack, the Postal Service had failed to employ basic security protocols to prevent unauthorized access of employee accounts. In particular, the Postal Service had failed to implement multifactor authentication (MFA), among other available security measures for employees wishing to log into the LiteBlue website. MFA is required by the *Handbook AS-805, Information Security*, which was updated in June 2021.

As an update, NALC recently reached agreement with the Postal Service on settlement of two of those interpretive issues, Qo6N-4Q-C-11377406 (M-02000) and Qo6N-4Q-C-12180373 (M-02001). Each of these agreements may be found on the NALC website at [nalc.org/mrs](http://nalc.org/mrs) by the corresponding “M-number.” Below are the provisions of each of the settlements.

For the dispute regarding Caser/Streeter, M-02000 in NALC’s Materials Reference System, the parties agreed the test has concluded and that the data collection and testing did not involve or result in any changes to current work measurement systems, work or time standards. The test also did not result in any permanent changes to the current route structure or route evaluation and/or adjustment process in the city letter carrier craft. As a result, it was agreed to close this case without prejudice to the position of either party in this or any other matter. Additionally, any remaining issues will be subsequently resolved in accordance with the collective-bargaining agreement.

For the grievance regarding the expiration date of the Oct. 22, 2008, MOU Re: Assignment of City Delivery (M-02001), the parties agreed the expiration of the MOU coincides with Arbitrator Das’s interest arbitration award dated Jan. 10, 2013. It was agreed that any new delivery growth that was improperly assigned during the time frame in question, Nov. 20, 2011, through Jan. 10, 2013, will be properly reassigned.

All cases being held pending resolution of these national-level disputes will be reviewed for application of these settlements.

In addition, I wrote in the March edition of *The Postal Record* about the recent national arbitration hearing addressing case #6X19-N-6X-C-23276415 involving the criminal attack on LiteBlue as discussed above. The briefs were due to be delivered to Arbitrator Nolan in mid-April with his written decision issued following his receipt of the briefs. Since this is a national-level case, the decision of Arbitrator Nolan will be final and binding on this case and on any cases filed over the same issue that have not been resolved at a lower step of the grievance procedure. When the arbitrator’s decision is received by NALC, the membership will be updated on the NALC website.

As always, NALC will provide updates on any future developments regarding these cases, as well as any additional interpretive disputes that may arise.