

# Moving cases between B Teams



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**I**t's a real possibility that your grievance may be moved to a B Team different than the one that you have been accustomed to. There are several reasons why this may occur. The first one is because of workload issues. This has been done in the past as a way to assist a team that is in need of dealing with a backlog of cases in an effort to keep the cases moving in a timely manner through the system. The second reason is that the new contract calls for a task force for the DRP. This task force has been meeting in an attempt to improve the overall process. While nothing has been agreed to just yet, it is possible that there may be a pilot involv-

ing the movement of cases.

What does this mean to the local steward? It means that you need to prepare every grievance as if it is going to a

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Step B Team that doesn't know your office at all. Don't assume that a B Team will be aware of prior grievance decisions or issues in your office. Don't assume that a B Team will know your local agreement. Don't assume that a B Team knows that you filed 50 grievances on the same issue. You must include that information in the file.

Prepare every case as if it were going to arbitration. The B Team that you are accustomed to dealing with may know the people in your office and who is on the ODL because the team members have dealt with your Article 8 grievances over and over again, but you can't assume that your regular B Team will be adjudicating your grievance. You have to be clear in your contentions exactly whom you are talking about. The team deciding your grievance may not know that you don't have a last dispatch because the office is in the plant. They won't know that you have five walk-out routes. They won't know that you have sent up several grievances in the past where management has failed to meet at Formal A. You have to tell them.

Every grievance appealed to Step B should include all relevant documentation to support your asserted facts and arguments as well as a completed PS Form 8190. The branch president, branch officer and/or steward's contact information (address and phone numbers) should be included in each case so that if the Step B Team needs to contact you for information or clarification, that information will be readily available. Another team may not know if “Dexter” is a city or a station name. If you simply write “Main Office” and your branch number, your regular team may know the installation but another team may not. When the 8190 was updated to include EIN instead of the Social Security number, other changes also were made to the form. For example, there is now a space for the grieving district. This is important information that is required to be on the B Team's decision so that grievances and issues can be tracked correctly at headquarters. If your case goes to another team, the members may not know what district your office is in. We all need to make sure that the 8190 is filled out accurately and completely so that the B Team will have all the information it needs.

The DRP has done a great job in getting grievances resolved in a timely manner. Sometimes that means that cases are moved to different teams to make it happen. You should prepare your case keeping in mind that it could be decided by a team on the other side of the country. Prepare every case as if the case may go to arbitration. You won't be caught off guard with a less-than-desirable decision, and your members will be well served.

## PS Form 8190, updated

The new PS Form 8190, USPS - NALC Joint Step A Grievance Form, recently was updated to include the change to Item 4, Status, which required a change from TE to CCA. It now has a box to check to indicate that the grievant is a CCA.

The new form is now available on the NALC website at [nalc.org](http://nalc.org).

A photograph of the updated PS Form 8190, USPS - NALC Joint Step A Grievance Form. The form is white with black text and lines. It is titled "Form 8190" in large, bold letters at the top. The form is divided into several sections with headings like "GRIEVANT INFORMATION", "GRIEVANCE INFORMATION", and "DECISION INFORMATION". It contains various fields for text entry, checkboxes, and a large area for a signature and date.