

LABOR RELATIONS



Mr. Fredric V. Rolando
President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, DC 20001-2144

Re: Q11N-4Q-C 14278874
Class Action
Washington DC 20260-4100

Dear Mr. Rolando:

The parties met at the Interpretive Step to discuss the above captioned grievance. Time limits were extended by mutual consent.

The issue of this case concerns the compensability of time spent and costs incurred by city carrier assistants (CCAs) when obtaining fingerprints for the background investigation required for conversion to full-time career status.

After reviewing this matter, the parties agree to resolve this grievance based on the following:

Reasonable and necessary time spent by CCAs obtaining fingerprints necessary for a background investigation under the subject circumstance is compensable time. Additionally, the Postal Service is responsible for any direct costs for fingerprinting.

Determining the need for and procedures used to obtain background investigations, including acquiring fingerprints, is within the sole discretion of management.

Application of this agreement is prospective and applicable to any pending local grievance on this subject that was initiated and processed pursuant to Article 15 of the collective bargaining agreement. Grievances held for this case will be released and discussed at the appropriate step of the grievance procedure and processed in accordance with Article 15 of the National Agreement.

Please sign and return the enclosed copy of this decision as acknowledgment of your agreement to settle this grievance.

Sincerely,

A handwritten signature in black ink, appearing to read "A. Moore", written over a horizontal line.

Alan S. Moore
Manager, Labor Relations
Policy and Programs
U.S. Postal Service

A handwritten signature in black ink, appearing to read "F. Rolando", written over a horizontal line.

Fredric V. Rolando
President
National Association of Letter
Carriers, AFL-CIO

Date 2-4-15