

## American Postal Workers Union, AFL-CIO

**Q00C-4Q-C 04184581**

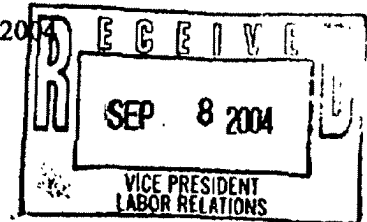
1300 L Street, NW, Washington, DC 20005

### Initiate National Dispute

**Greg Bell**  
Industrial Relations Director  
1300 L Street, NW  
Washington, DC 20005  
(202) 842-4273 (Office)  
(202) 371-0992 (Fax)

**Mr. Anthony J. Vegliante**  
Vice President, Labor Relations  
U.S. Postal Service, Room 9100  
475 L'Enfant Plaza  
Washington, D.C. 20260

September 1, 2004



Re: APWU No. HQTC20044, Cert No. 70993220000202422767

**National Executive Board**  
**William Burnus**  
President

**Cliff "C.J." Guffey**  
Executive Vice President

**Robert L. Tunstall**  
Secretary-Treasurer

**Greg Bell**  
Industrial Relations Director

**James "Jim" McCarthy**  
Director, Clerk Division

**Steven G. "Steve" Raymer**  
Director, Maintenance Division

**Robert C. "Bob" Pritchard**  
Director, MVS Division

**Regional Coordinators**  
**Sharyn M. Stone**  
Central Region

**Jim Burke**  
Eastern Region

**Elizabeth "Liz" Powell**  
Northeast Region

**Terry R. Stapleton**  
Southern Region

**Omar G. Gonzalez**  
Western Region

Dear Mr. Vegliante:

In accordance with the provisions of Article 15, Section 2 and 4, of the Collective Bargaining Agreement, the American Postal Workers Union is initiating a Step 4 dispute.

The issues and facts involved in this dispute are as follows. The Postal Service in some offices are not compensating part-time flexible employees for mileage and/or travel time who are assigned, on a temporary basis, to work in an office other than their home office.

Even though these offices have a program soliciting and administering job site to job site temporary details, employees who volunteer for these details are being denied compensation for mileage and/or travel time when they are assigned by the Postal Service because the detail is considered voluntary.

All employees who are so assigned are eligible to be compensated in accordance with Part 438 of the Employee and Labor Relations Manual and Chapter 7 of the F-15 Handbook.

The regulations are very clear in ELM Part 438.13 that "All employees" are eligible for travel both from job site to job site as well as on a one-day assignment outside the local commuting area. There is no provision to deny either travel time or mileage when the detail is considered voluntary. When the Postal Service makes an assignment, whether it is voluntary or not, the applicable regulations apply regarding compensation.

It is the Union who negotiates the terms of employment for the employees we represent. Individual employees cannot waive coverage under the applicable

#### Step 4 - Direct Appeal

**K. Rachel**  
**D. Tulino**  
**J. Dockins**  
**M. Welles**  
**S. Savoie (with case file)**

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Binder

provisions of the ELM and F-15 regarding travel compensation by volunteering any more than they could waive the premium rate of pay they receive when on overtime, night differential, Sunday premium or any other negotiated benefit.

Please contact Mike Morris, case officer, to discuss this dispute at a mutually scheduled time.

Sincerely,

  
Greg Bell, Director  
Industrial Relations

APWU #: HQTC20044

Dispute Date: 9/1/2004

Case Officer: Mike Morris

Contract Article(s): ;

cc: Resident Officers  
File