

Interviewer: Eric Chornoby

Interviewee: [REDACTED]

Management Witness: [REDACTED]

Date: [REDACTED]

Per Article 17 and 31, the APWU is conducting this interview as it relates to Discipline issued to [REDACTED]. This information is necessary for the Union to file a Grievance, determine if a violation occurred, and the scope of said violation. This Interview may be used in the Grievance Procedure and will be retained as property of the APWU for any necessary future use. Failing to comply actively harms the APWU's ability to perform our legal obligation as the elected representatives of employees at the Troy Customer Care Center and is a violation of the Collective Bargaining Agreement and NLRA.

Management is not entitled to representation during such an interview but the APWU is willing to have a Management Official witness as long as the interview is signed off on by the witnessing party. The witness shall only act as a witness for the questions and answers provided, and shall provide no guidance.

This interview will be conducted in the same format as USPS Investigative Interviews. The answers will be recorded as spoken. No party is able to look up answers. As the APWU is not subject to the Weingarten ruling when interviewing Management, no opportunity will be given to Management to exercise any right covered by the ruling, including the right to Caucus with a representative. No breaks shall be provided unless mutually agreed upon by all parties.

Please speak clearly and slowly so that I can accurately capture everything which is said.

1. Did you issue [REDACTED] a [REDACTED] for Attendance that was scheduled to be served beginning on [REDACTED]?
2. Did you attempt to schedule an Investigative Interview for [REDACTED] Attendance [REDACTED] at Noon?
3. Following [REDACTED], on what date did you have a Documented / 16.2 Discussion with her?
4. Following [REDACTED], on what date did you have an Attendance Review with her?

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5. What does ELM 372 State?
  
6. What does ELM 375.2 State?
  
7. What does ELM 511.42 State?
  
8. What is your definition of the word discuss?
  
9. What is your definition of regular in attendance?
  
10. In what official handbook or manual did this definition of regular in attendance appear?
  
11. On what date did you personally inform [REDACTED] of your definition of regular in attendance?
  
12. On what Date and time did you notify [REDACTED] that she was not regular in attendance and failing to be regular could result in a 14 Day Suspension?

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13. Are you familiar with the Collective Bargaining Agreement and Joint Contract Interpretation Manual?

14. What is your definition of the word discussion?

15. Under Article 16.2, what is the purpose of a Discussion?

16. On what date did you refer [REDACTED] to EAP?

17. What date did you first become a 204B?

18. What is the title of the vacancy you are filling?

19. Whose vacancy are you filling?

20. Are you aware the vacancy you are filling is a Level 19 Supervisor Customer Care Center (Occupation Code 2345 - 0107)?

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21. What is number 2 (two) under the Job Description for Occupation Code 2345 - 0107?

22. What is number 8 (eight) under the Job Description for Occupation Code 2345 - 0107?

23. Since becoming a 204B, how many Disciplinary or Corrective Actions have you issued?

24. Since becoming a 204B, how many Article 16.2 Discussions have you held with employees?

25. If 24 answered, Which employees and on what dates did you hold those Article 16.2 Discussions?

26. If 24 or 25 answered, Why did you not hold an Article 16.2 Discussion with [REDACTED] after her [REDACTED] Suspension was issued?

27. How long have you been at the Troy Customer Care Center, including as a Craft Employee?

28. As an Agent / Employee, have you ever had a Team Meeting with a Supervisor or Manager?

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29. What is a Team Meeting?

30. On What Dates have you held Team Meetings as a 204B with your team / unit?

31. What is a One on One Development Meeting?

32. On what dates did you hold One on One Development Meeting's with [REDACTED]?

33. Do Clerks / Agents at the Customer Care Center receive breaks?

34. In what Document are Employee Break Times listed?

35. Are you aware of the Customer Care Center Operations Guide?

36. What is the Customer Care Center Operations Guide?

37. Who trained you to be a 204B?

38. What material did your trainer give you to study in order to perform your detailed assignment correctly?

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39. Has anyone provided you a copy of the APWU Collective Bargaining Agreement since becoming a 204B?

40. If yes to 39, who provided you a copy and on what date?

41. Has anyone provided you a copy of the Joint Contract Interpretation Manual (JCIM) since becoming a 204B?

42. If yes to 41, who provided you a copy and on what date?

43. What is your definition of Due Process?

44. Where did you learn this definition of Due Process?

45. What Amendment of the US Constitution does Due Process fall under?

46. Who is Henry Friendly?

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47. During your Investigative Interview of [REDACTED], what evidence did you present to [REDACTED] to review?

48. Is the information you provided in the Investigative Interview (Re: 47) the only evidence used to determine Discipline should be issued?

49. If no, why was the evidence not provided to [REDACTED] to review in the Investigative Interview?

50. Does the Troy Customer Care Center have Labor Relations or Support Specialists who specialize in Labor Relations?

51. On what dates did you ask Labor Relations about the definition of Due Process and Regular In Attendance?

52. If no date provided in 51, Why did you not ask Labor Relations the definition of Due Process and Regular in Attendance?

53. Do you believe the [REDACTED] Suspension you issued to [REDACTED] is for Cause or Just Cause?

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54. On what date and time did you personally notify [REDACTED] of the attendance rules and regulations she is being disciplined for?

55. What are the rules and regulations [REDACTED] is being disciplined for?

56. What other employees records did you review to determine the above rules are being equitably enforced?

57. What were the steps in your investigation prior to issuing a [REDACTED] Suspension to [REDACTED]?

58. On what date did you determine [REDACTED] was not regular in attendance?

59. If 58 answered and date is prior to scheduling the Investigative Interview, Why did you not have an Article 16.2 Discussion with [REDACTED] on that date?

60. If 58 answered and date is after the scheduling of the Investigative Interview, if [REDACTED] was regular in attendance, why did you schedule an investigative interview?

61. If 58 is not answered, If you did not believe [REDACTED] was irregular in attendance, why did you schedule the Investigative Interview?

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62. What is ELM 661.2?

63. What does ELM 661.2 L state?

64. What is the Code of Federal Regulations?

65. What does Code of Federal Regulations 18 US Code 1001 State?

66. On January 16th, why did you indicate [REDACTED] refused to sign her 3971?

67. Are you aware that ELM 661.2L prohibits any individual from using a document when you knowingly are aware it contains false information?

68. Are you aware the penalty for using any document knowing it contains false information is punishable by a fine, and no more than 5 years in Federal Prison?

69. What corrective and/or disciplinary action did you receive for using falsified documentation?

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70. Is it fair that you did not receive Disciplinary Action for admitting to violating the ELM and Federal Law but [REDACTED] is receiving Disciplinary Action for an alleged violation?

71. What could [REDACTED] have said in the Investigative Interview that would have resulted in the 14 Day Suspension not being issued?