



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 16
819 Taylor Street, Room 8A24
Fort Worth, TX 76102-6107

Agency Website: www.nlr.gov
Telephone: (817)978-2921
Fax: (817)978-2928

March 2, 2026



Re: National Rural Letter Carriers' Association
(United States Postal Service)
Case No. 16-CB-360545



We have carefully investigated and considered your charge that **National Rural Letter Carriers' Association** has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

The charge alleges that the Union violated Section 8(b)(3) and (1)(A) of the Act when it 1) threatened to retaliate against employees if they did not join or support the union; 2) refused to process your grievance for arbitrary or discriminatory reasons or in bad faith; and 3) failed and refused to bargain in good faith with the employer.

After investigation, the evidence did not establish that the Union violated the Act as alleged. Under Board precedent, “[a] breach of the statutory duty of fair representation occurs only when a union’s conduct toward a member of the collective bargaining unit is arbitrary, discriminatory, or in bad faith.” *Vaca v. Sipes*, 386 U.S. 171, 190 (1967). When deciding whether to pursue an employee’s grievance, unions are to be afforded a great amount of deference so long as their actions are not arbitrary, discriminatory, or in bad faith. *Letter Carriers Branch 6070 (Postal Service)*, 316 NLRB 235, 236 (1995); *Air Line Pilots Association, International. v. O’Neill*, 499 U.S. 65, 65 (1991).

Here, the evidence established that the Union filed a grievance on your behalf, concerning your removal, through Step 3 of the grievance process. The Union decided not to appeal the grievance to arbitration after determining that, given the nature of the violation at issue, there was not a strong likelihood of success on the merits. The evidence established that this decision was not based on arbitrary or discriminatory reasons, nor was it made in bad faith. Based on the foregoing, the evidence is insufficient to support a finding that the Union breached its duty of fair representation to you when it decided not to pursue the grievance concerning your removal to arbitration.

Additionally, you provided no evidence to support the allegations that the Union bargained in bad faith with the Employer and that the Union threatened to retaliate against you or any other employees if they did not join or support the Union.

Accordingly, I am refusing to issue a Complaint in this matter.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible. Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlr.gov. See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at www.nlr.gov. If you require additional assistance with E-Filing, please contact e-Filing@nlrb.gov.

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me. The main telephone number for the Office of Appeals is **(202)273-3760**.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **March 16, 2026**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than March 15, 2026. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before March 16, 2026**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **March 16, 2026, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,

/s/ Timothy Watson

TIMOTHY WATSON
REGIONAL DIRECTOR

Enclosure

cc:

[REDACTED]
NATIONAL RURAL LETTER
CARRIERS' ASSOCIATION
POST OFFICE BOX 735
RICHMOND, TX 77406

[REDACTED]
UNITED STATES POSTAL SERVICE
(LAW OFFICE-NLRB UNIT)
475 L'ENFANT PLAZA, SW
WASHINGTON, DC 20260-2200

[REDACTED]
UNITED STATES POSTAL SERVICE
455 EAST HOUSE STREET
ALVIN, TX 77511

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

National Rural Letter Carriers' Association

Case Name(s).

Case No. 16-CB-360545

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

E-FILING TO APPEALS

- Extension of Time:** This document is used when the Charging Party is asking for more time to e-file an Appeal.
 - If an Extension of Time is e-filed, and there are additional documents to be e-filed simultaneously with it, please e-file those documents under the selection **Correspondence**.
 - After an Extension of Time has already been e-filed, any **additional** materials to add to the Extension of Time should be e-filed under **Correspondence**.
- File an Appeal:** If the Charging Party does not agree with the Region's decision on the case, an Appeal can be e-filed.
 - Only **one (1) Appeal** can be e-filed to **each** determination in the Region's decision letter that is received.
 - After an Appeal has been e-filed, any **additional** materials to add to the Appeal should be e-filed under **Correspondence**.
- Notice of Appearance:** Either party can e-file a Notice of Appearance if there is a new counsel representing one side or a different counsel.
 - This document is only e-filed with the Office of Appeals after a decision has been made by the Region.
 - This document can be e-filed **before** an Appeal is e-filed.
- Correspondence:** Parties will **select** Correspondence when adding documents or supplementing the Appeal or Extension of Time.
 - Correspondence is used to e-file documents **after an Extension of Time, Appeal or Notice of Appearance** has been e-filed.
- Position Statement:** The Charging Party or Charged Party may e-file a Position Statement.
 - The Charging Party will e-file this document as a supplement of the Appeal.
 - The Charged Party will specifically file one to support the Region's decision.
 - This document should be e-filed **after an Extension of Time, Appeal or Notice of Appearance** has been e-filed.
- Withdrawal Request:** If the Charging Party decides to no longer pursue their appeal, he/she can e-file a Withdrawal Request to the Office of Appeals.
 - This document should be e-Filed **after an Extension of Time, Appeal or Notice of Appearance** has been e-filed.



- The selections of **Evidence** or **Other** should no longer be used.
- If you need to contact the Office of Appeals, please call **(202)273-3760**.