

# **MAIN OFFICE ROCKVILLE**

1. 50-10-GA51. Formal A. REMOVAL alleging an at fault vehicle accident is reduced to a 14 DAY PAPER SUSPENSION. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "Safety Infraction."
2. 50-10-SL89. Formal A. REMOVAL alleging that the Grievant was not carrying mail in a safe manner (because he was bit by a dog) and delivering express mail after 12 noon (12:02pm) is reduced to a 14 DAY PAPER SUSPENSION. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "Safety Infraction or Delivering express mail after noon."
3. 50-10-SL170. Informal A. REMOVAL alleging that the Grievant was driving with the door open and not wearing a seat belt is rescinded. (Serious due process error.)
4. 50-10-SL48. Formal A. 14 DAY SUSPENSION alleging an at fault backing accident is rescinded. (Serious due process error.)
5. 50-10-SL172. Informal A. 14 DAY SUSPENSION alleging that the Grievant was driving with the door open and not wearing a seat belt is rescinded. (Serious due process error.)
6. 50-10-SL111. Informal A. 14 DAY SUSPENSION alleging that the Grievant was driving with the door open and not wearing a seat belt is reduced to a Letter of Warning and further reduced from two years to one year in OPF. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "Driving without Seat Belt and Door Open."
7. 50-10-GA49. Formal A. 14 DAY SUSPENSION alleging that the Grievant was driving and not wearing a seat belt is reduced to a Letter of Warning and further reduced from two years to 9 months in OPF. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "Driving without Seat Belt."

8. 50-10-GA26. Formal A. 14 DAY SUSPENSION alleging 24 hours of AWOL is rescinded. (Simply wasn't true.)
9. 50-10-GA48. Formal A. 14 DAY SUSPENSION alleging that the Grievant was driving and not wearing a seat belt and alleged to have been driving without wearing a seat belt a second time on the same day by a different supervisor is reduced to a 7 DAY PAPER SUSPENSION and further reduced from two years to 8 months in OPF. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "Driving without Seat Belt."
10. 50-10-SL112. Informal A. 14 DAY SUSPENSION alleging an at fault vehicle accident (ran into the back of a police car) is reduced to a Letter of Warning and further reduced from two years to one year in OPF. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "Vehicle Accident."
11. 50-10-GA66. Formal A. 14 DAY SUSPENSION alleging unauthorized overtime (30 units!) is reduced to a Letter of Warning and further reduced from two years to 4 months in OPF.
12. 50-10-GA64. Formal A. 14 DAY SUSPENSION alleging unauthorized overtime (40 units!) is rescinded. (Due process error.)
13. 50-10-GA29. Formal A. 7 DAY SUSPENSION alleging a failure to scan a collection box and sent back out to scan that collection box and failed to scan it again. Grievant resigned from the Postal Service before the Formal A meeting began.
14. 50-10-GA66-A. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime (1.56 hours) is reduced to a discussion.
15. 50-10-GA63. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime (96 units) is reduced to a discussion.
16. 50-10-GA40. Formal A. 7 DAY SUSPENSION alleging a failure to scan two collection boxes is rescinded.
17. 50-10-GA38. Formal A. 7 DAY SUSPENSION alleging a failure to deliver a bump in the most efficient order possible is rescinded. (Tried to deliver businesses first.)

18. 50-10-SL106. Informal A. 7 DAY SUSPENSION alleging a failure to deliver express mail by noon (12:03pm) is reduced to a Letter of Warning and further reduced from two years to one year in OPF. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "Express Mail Failure."
19. 50-10-GA47. Formal A. 7 DAY SUSPENSION alleging that the Grievant was driving with the door open and not wearing a seat belt is reduced to a Letter of Warning and further reduced from two years to one year in OPF. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "Driving without Seat Belt and Door Open."
20. 50-10-SL82. Informal A. Letter of Warning for running out of gas is reduced to a discussion.
21. 50-10-SL110. Informal A. Letter of Warning alleging unauthorized overtime (2.17 hours) is reduced to a discussion.
22. 50-10-SL113. Informal A. Letter of Warning alleging that the Grievant forgot some of his DPS mail is reduced to a discussion.
23. 50-10-GA20. Formal A. Letter of Warning alleging that the Grievant told the patron to get the parcel from the truck because it was too heavy for her to take to the home is rescinded. (Due process error.)
24. 50-10-SL125. Informal A. Letter of Warning alleging poor attendance is reduced to 6 months in OPF. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is related to poor attendance.
25. 50-10-SL126. Informal A. Letter of Warning for being involved in a vehicle accident is reduced to a discussion.
26. 50-10-SL98. Formal A. Letter of Warning alleging unauthorized overtime (1.07 hours) is rescinded.
27. 50-10-SL141. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
28. 50-10-GA52. Formal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (12:03pm) is reduced to a discussion.

29. 50-10-GA39. Formal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (3:30pm) is rescinded.
30. 50-10-SL171. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (12:09pm) is rescinded.
31. 50-10-SL144. Informal A. Letter of Warning alleging a failure to deliver a Delivery Confirmation parcel or scan it is reduced to a discussion.
32. 50-10-SL140. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
33. 50-10-SL160. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
34. 50-10-SL136. Informal A. Two Carriers are hereby paid one hour of overtime each due to guaranteed overtime (scheduled early.)
35. 50-10-GA08. Formal A. Henceforth, Carriers will inform the supervisors that they are going to read the official bulletin boards. This time will not be denied.
36. 50-10-SL66. Formal A. Henceforth, management will allow time for pm office duties.
37. 50-10-GA33. Formal A. Management will cease and desist denying annual leave requests as soon as the Carrier submits the 3971. Management must use the 3 days to make a good faith effort to grant the annual leave.
38. 50-10-GA11. Formal A. Henceforth, management will allow time for pm office duties.
39. 50-10-GA10. Formal A. Henceforth, management will allow time for pm office duties.
40. 50-10-SL103. Informal A. Management will act on a 3996 upon submission by the Carrier and will inform the Carrier if the time is authorized or not (at that time.)
41. 50-10-GA36. Formal A. Supervisor Samuel Montano will treat the Grievant with dignity and respect. Management will comply with the M-39 handbook Section 242.332 which states; No Carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort

which must be based on documented, unacceptable conduct that led to the Carrier's failure to meet office standards.

42. 50-10-GA37. Formal A. Supervisor Samuel Montano will comply with M-01366. If the Grievant asks to amend a 3996 that was previously filed, the Carrier will do so at that time. The supervisor will advise the Letter Carrier of the disposition of the request, or amended request, promptly after review of the circumstances.

43. 50-10-GA42. Formal A. Supervisor Samuel Montano will act of PS Form 3996 upon receipt from the Grievant. Management will not strike through (cross out) any reason for use of auxiliary (item J on 3996) . Grievant will receive a copy of his submitted 3996, upon request.

44. 50-10-GA54. Informal A. Supervisor Randy Tucker will maintain a harmonious working relationship with the Grievant and abide by the Rockville call-back policy which states; Carrier's unable to complete their assignments in the allotted time will call back by 3:00 pm or as soon as they become aware that they will be unable to complete their assignment in the authorized time. Supervisor's will inform the carrier to carry the mail or bring the mail back to the Post Office. If the instruction is to carry the mail, inherent in that instruction is that the time used to carry the mail will be authorized, unless the Carrier does not have a reason for requesting the additional time.

45. 50-10-SL120. Informal A. The 1017-B entry (unauthorized overtime) for 2.17 hours is hereby deleted from the Grievant's 1017-B log.

46. 50-10-SL143. Informal A. The 1017-B entry (unauthorized overtime) for 37 units is hereby deleted from the Grievant's 1017-B log.

47. 50-10-SL145. Informal A. The 1017-B entry (unauthorized overtime) for 17 units is hereby deleted from the Grievant's 1017-B log.

48. 50-10-SL123. Informal A. The 1017-B entry (unauthorized overtime) for 55 units is hereby deleted from the Grievant's 1017-B log.

49. 50-10-SL127. Informal A. The 1017-B entry (unauthorized overtime) for 38 units is hereby deleted from the Grievant's 1017-B log.

50. 50-10-SL130. Informal A. The 1017-B entry (unauthorized overtime) for

31 units is hereby deleted from the Grievant's 1017-B log.

51. 50-10-SL94. Informal A. Henceforth, management will comply with Article 41 Section 3A of the National Agreement (sitting while casing.)

52. 50-10-SL121. Informal A. The equitable overtime log will be completed and posted within eleven days. Carriers will have 14 days to file grievances for equitable overtime.

53. 50-10-GA19. Formal A. The 24 hours of AWOL are hereby changed to 24 hours of sick leave. All records will reflect this change.

54. 50-10-SL135. Informal A. Grievant is hereby paid 50 units of overtime due to guaranteed overtime (scheduled early.)

55. 50-10-SL90. Formal A. Carrier cited by the Union is hereby paid an additional 50 percent for 8 hours and will receive a day off of his choice due to a violation of Article 11 Section 6B of the National Agreement. The PTF's and TE's were not worked 11 and a half hours and the full time regular was forced to work his designated holiday.

56. 50-10-SL122. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 12 units was deleted from the Grievant's 1017-B log.

57. 50-10-SL131. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 25 units was deleted from the Grievant's 1017-B log.

58. 50-10-SL138. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 25 units was deleted from the Grievant's 1017-B log.

59. 50-10-SL117. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 60 units was deleted from the Grievant's 1017-B log.

60. 50-10-SL118. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 96 units was deleted from the Grievant's 1017-B log.

61. 50-10-SL124. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 24 units was deleted from the Grievant's

1017-B log.

62. 50-10-SL128. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 29 units was deleted from the Grievant's 1017-B log.

63. 50-10-SL137. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 53 units was deleted from the Grievant's 1017-B log.

64. 50-10-SL142. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 11 units was deleted from the Grievant's 1017-B log.

65. 50-10-SL153. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for one hour was deleted from the Grievant's 1017-B log.

66. 50-10-SL154. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 23 units was deleted from the Grievant's 1017-B log.

67. 50-10-SL135. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 77 units was deleted from the Grievant's 1017-B log.

68. 50-10-SL156. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 19 units was deleted from the Grievant's 1017-B log.

69. 50-10-SL151. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 63 units was deleted from the Grievant's 1017-B log.

70. 50-10-SL152. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 13 units was deleted from the Grievant's 1017-B log.

71. 50-10-SL150. Informal A. We withdrew the grievance when the 1017-B entry (unauthorized overtime) for 1.02 hours was deleted from the Grievant's 1017-B log.

72. 50-10-GA55. Formal A. The 1017-B entry (unauthorized overtime) for

1.07 hours is hereby deleted from the Grievant's 1017-B log.

73. 50-10-GA15. Formal A. Management violated Article 8 Section 5G (overtime rules). The NON-ODL is hereby awarded an additional 250 percent for 40 units and an ODL is awarded 40 units of overtime.

74. 50-09-SL81. Formal A. Five ODL's are hereby awarded a total of 48 hours of overtime due to inequitable distribution of overtime.

75. 50-10-GA43. Formal A. Grievant will be treated with dignity and respect. Carrier's unable to complete their assignments in the allotted time will call back by 3:00 pm or as soon as they become aware that they will be unable to complete their assignment in the authorized time. Supervisor's will inform the carrier to carry the mail or bring the mail back to the Post Office. If the instruction is to carry the mail, inherent in that instruction is that the time used to carry the mail will be authorized, unless the Carrier does not have a reason for requesting the additional time.

76. 50-10-SL101. Formal A. The 1017-B entry (unauthorized overtime) for 50 units is hereby deleted from the Grievant's 1017-B log.

77. 50-10-GA44. Formal A. Grievant was being harassed and management was demanding more productivity than what's written in Article 34 of our contract (WORK STANDARDS- FAIR DAY'S WORK FOR A FAIR DAY'S PAY.) We withdrew the grievance when the supervisor was transferred out of the unit.

78. 50-10-GA60. Informal A. The FMLA request is hereby granted.

79. 50-10-SL97. Informal A. The 1017-B entry (unauthorized overtime) for 61 units is hereby deleted from the Grievant's 1017-B log.

80. 50-10-SL100. Informal A. The 1017-B entry (unauthorized overtime) for 1.41 hours is hereby deleted from the Grievant's 1017-B log.

81. 50-10-GA35. Formal A. Grievant will be treated with dignity and respect. Carrier's unable to complete their assignments in the allotted time will call back by 3:00 pm or as soon as they become aware that they will be unable to complete their assignment in the authorized time. Supervisor's will inform the carrier to carry the mail or bring the mail



back to the Post Office. If the instruction is to carry the mail, inherent in that instruction is that the time used to carry the mail will be authorized, unless the Carrier does not have a reason for requesting the additional time.

82. 50-10-GA22. Formal A. Grievant was subjected to awful comments by the supervisor. Resolved; Supervisor Samuel Montano apologized to the Grievant at the Formal A meeting.

83. 50-10-SL116. Informal A. Supervisor Samuel Montano will cease and desist calling employees on their personal phones for work related issues.

84. 50-10-GA50. Formal A. ESCALATING REMEDY. Management will cease and desist inserting language into REMOVAL NOTICES that makes it more difficult for the Carrier to attain back-pay than what the ELM states. Management will pay \$200.00 to the charity of the Union's choice due to repeat violations with a built in remedy of \$300.00 if management violates this again.

85. 50-10-GA09. Informal A. If management is going to demand documentation for an absence, management must do this at the time of the call-in, not the next day.

86. 50-10-SL88. Informal A. Grievant will be treated with dignity and respect. Management will maintain an atmosphere of mutual respect.

87. 50-10-SL109. Informal A. The 1017-B entry (unauthorized overtime) for 38 units is hereby deleted from the Grievant's 1017-B log.

88. 50-10-SL108. Informal A. The 1017-B entry (unauthorized overtime) for 87 units is hereby deleted from the Grievant's 1017-B log.

89. 50-10-SL91. Formal A. ESCALATING REMEDY. Management will pay \$600.00 to the charity of the Union's choice for failing to provide information within 24 hours. This is in accordance with hundreds of prior settlements at Informal A, Formal A and STEP B.

90. 50-10-GA34. Formal A. Grievant will be treated with dignity and respect. Carrier's unable to complete their assignments in the allotted time will call back by 3:00 pm or as soon as they become aware that they will be unable to complete their assignment in the authorized time.

Supervisor's will inform the carrier to carry the mail or bring the mail back to the Post Office. If the instruction is to carry the mail, inherent in that instruction is that the time used to carry the mail will be authorized, unless the Carrier does not have a reason for requesting the additional time.

91. 50-10-SL62. Informal A. Management charged the Grievant 2 hours of annual leave when he requested 2 hours of sick leave. We withdrew the grievance when management paid the Grievant 2 hours of sick leave.

92. 50-10-GA53. Informal A. Randy Tucker will abide by the M-39 and not do anything that contributes to an unpleasant working environment.

93. 50-10-SL73. Formal A. Carrier's unable to complete their assignments in the allotted time will call back by 3:00 pm or as soon as they become aware that they will be unable to complete their assignment in the authorized time. Supervisor's will inform the carrier to carry the mail or bring the mail back to the Post Office. If the instruction is to carry the mail, inherent in that instruction is that the time used to carry the mail will be authorized, unless the Carrier does not have a reason for requesting the additional time.

94. 50-10-SL36. PRE-ARB. This grievance concerns the Daily Carrier Expectation Worksheet. Resolved; Management will not discuss job performance on the open workroom floor.

95. 50-10-SL72. Informal A. The 1017-B entry (unauthorized overtime) for 93 units is hereby deleted from the Grievant's 1017-B log.

96. 50-10-GA41. Informal A. Management will cease and desist disapproving 3996's when handing them to Carrier's who request them. The Carrier's must be allowed to write their reasons for overtime first.