

# **POTOMAC**

1. 54-10-RW218. Formal A. REMOVAL alleging that the Grievant backed into another vehicle without notifying management and parked in a fire lane is reduced to a 7 DAY PAPER SUSPENSION.
2. 54-10-RW223. Informal A. REMOVAL alleging that the Grievant failed to leave the building within a reasonable amount of time after clocking out. Management locked the gate leaving the Grievant locked in the parking lot. Grievant got injured trying to climb over the fence so management charged the Grievant with a failure to work safely. The third charge was IMPROPER CONDUCT. Management alleged that the Grievant slammed the Supervisors door so hard that it damaged the wall. Resolved; The Notice of REMOVAL is reduced to a 14 DAY PAPER SUSPENSION which will not be cited as a prior element in any subsequent discipline, unless the charge is "staying in the Postal building for an unreasonable amount of time after clocking out, or sabotaging Postal property, or intentionally violating safety rules (i.e. jumping over the postal fence, jumping off docks or not wearing a seatbelt.)"
3. NO NUMBER. Carrier resolved own grievance at Informal A. REMOVAL alleging that the Grievant failed to leave the building within a reasonable amount of time after clocking out. Management locked the gate leaving the Grievant locked in the parking lot. The Carrier agreed to a LAST CHANCE SETTLEMENT against the recommendation of the Chief Shop Steward.
4. 54-10-RW042. Formal A. 7 DAY SUSPENSION alleging poor attendance is reduced to one year in OPF.
5. 54-10-VW13. Informal A. Letter of Warning alleging a failure to scan an express mail piece is reduced to a discussion.
6. 54-10-RW060. Formal A. Letter of Warning alleging poor attendance is reduced to 9 months in OPF.
7. 54-10-RW083. Formal A. Letter of Warning alleging 66 units of

unauthorized overtime is reduced to a discussion.

8. 54-10-RWO78. Formal A. Letter of Warning alleging 22 units of unauthorized overtime is reduced to a discussion.

9. 54-10-RWO87. Formal A. Letter of Warning alleging 67 units of unauthorized overtime is reduced to a discussion.

10. 54-10-RWO95. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

11. 54-10-RWO67. Formal A. Letter of Warning alleging 1.49 hours of unauthorized overtime is rescinded.

12. 54-10-RWO91. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a 6 months in OPF.

13. 54-10-RW174. Informal A. Letter of Warning alleging 60 units of unauthorized overtime is rescinded.

14. 54-10-RW172. Informal A. Letter of Warning alleging 18 units of unauthorized overtime is rescinded.

15. 54-10-RW170. Informal A. Letter of Warning alleging 1.30 hours of unauthorized overtime is rescinded.

16. 54-10-RW041. Formal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (12:28pm) is reduced to a discussion.

17. 54-10-RW160. Informal A. Management violated Article 8 Section 5G (overtime rules). The NON-ODL is hereby paid an additional 250 percent for one hour and the ODL is hereby paid one hour of penalty pay. (This equates to SEXTUPLE TIME for the hour of violation!!)

18. 54-10-RW115. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.30 hours, 12.11 and 12.04 hours.)

19. 54-10-RW130. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (64.85 hours, 63.78, 60.83 hours, 61.36, 62.52, 61.72, 62.03, 60.59, 61.19, 60.65, 62.83, 60.94, 62.35, 62.08 and 62.21 hours.)

20. 54-10-RW144. Informal A. Grievant, a TE, is hereby paid 4 hours of guaranteed time. Reported to work, but management sent him home!

21. 54-10-JYG05. Formal A. ESCALATING REMEDY. Grievant is hereby paid an additional 150 percent for 80 units. (This T-6 Carrier was not allowed to work at least 8 hours on one of the routes on their string.)
22. 54-10-RW168. Informal A. Management violated Article 8 Section 5G (overtime rules). The NON-ODL is hereby paid an additional 250 percent for 87 units and the ODL is hereby paid 87 units of penalty pay. (This equates to SEXTUPLE TIME for the 87 units of violation!!)
23. 54-10-RW166. Informal A. ESCALATING REMEDY. Management violated Article 8 Section 5F of the National Agreement. The following NON-ODL Carriers are hereby paid an additional 75 percent for all time worked beyond 10 hours for the day plus a lump sum of \$30.00 each (11.23 hours, 11.50 hours and 10.09 hours.)
24. 54-10-RW182. Informal A. Management violated Article 8 Section 5G (overtime rules). The NON-ODL is hereby paid an additional 250 percent for 80 units and the ODL is hereby paid 80 units of penalty pay. (This equates to SEXTUPLE TIME for the 80 units of violation!!)
25. 54-10-RW199. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (63.38 hours, 62.59, 62.94 hours, 60.85, 60.39, 63.00, 61.22, 63.17, 61.35, 62.64, 61.91, 64.05, 62.47, 63.77 and 62.68 hours.)
26. 54-10-JYG08. Formal A. ESCALATING REMEDY. Grievant is hereby paid an additional 200 percent for 1.08 hours. (This T-6 Carrier was not allowed to work at least 8 hours on one of the routes on their string.)
27. 54-10-RW158. Informal A. ESCALATING REMEDY. Grievant is hereby paid an additional 200 percent for 1.26 hours. (This T-6 Carrier was not allowed to work at least 8 hours on one of the routes on their string.)
28. 54-10-RW169. Informal A. ESCALATING REMEDY. Grievant is hereby paid an additional 200 percent for 1.21 hours. (This T-6 Carrier was not allowed to work at least 8 hours on one of the routes on their string.)
29. 54-10-RW167. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (12.00 hours.)

30. 54-10-RW140. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (11.95 hours.)
31. 54-10-RW141. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (12.36 hours.)
32. 54-10-RW140. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (11.95 hours.)
33. 54-10-RW140. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (11.95 hours.)
34. 54-10-RW149. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (11.78 hours.)
35. 54-10-RW150. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (11.77 hours.)
36. 54-10-RW151. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (12.01 hours.)
37. 54-10-RW155. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (11.57 hours.)
38. 54-10-RW163. Informal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all time worked beyond 11 and a half hours for the day PLUS A LUMP SUM OF \$80.00 (12.03 hours.)
39. 54-10-RW138. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (12.55 hours.)
40. 54-10-RW161. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a

half hours for the day (12.91 hours.)

41. 54-10-RW162. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (13.50 hours.)

42. 54-10-JYG11. Formal A. ESCALATING REMEDY. Grievant is hereby paid an additional 200 percent for one hour. (This T-6 Carrier was not allowed to work at least 8 hours on one of the routes on their string.)

43. 54-10-RW177. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.38 hours, 12.01 and 12.02 hours.)

44. 54-10-RW165. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (13.00 hours, 12.90, 12.95 hours, 12.99, 12.80, 13.27, 12.15, 12.10, 12.31, 12.84, 12.45, 12.19, 12.13, 12.20, 12.26, 13.02, 12.45, 12.72, 12.83, 12.56, 13.41, 13.18, 13.03, 12.55 and 12.76 hours.)

45. 54-10-RW178. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.25 hours, and 12.18 hours.)

46. 54-10-RW179. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.60 hours.)

47. 54-10-RW180. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.27 hours, 12.04, 12.01 hours, 12.02 and 13.31 hours.)

48. 54-10-RW181. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.02 hours, and 12.07 hours.)

49. 54-10-RW191. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.37 hours, 12.45, 12.14 hours and 12.16 hours.)

50. 54-10-RW192. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the

day (12.07 hours.)

51. 54-10-RW193. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.16 hours and 12.41 hours.)

52. 54-10-RW142. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.48 hours, 12.14, 12.10 hours, 12.75, 12.07, 12.37, 12.32, 12.17, 12.01, 12.40, 12.10, 12.66, 12.40, 12.01, 12.60, 12.13, 12.33, 12.68 and 12.25 hours.)

53. 54-10-RW139. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.75 hours.)

54. 54-10-RW120. Informal A. The following fulltime regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.22 hours, 12.93, 12.40 hours, 12.01, 13.66, 12.21, 13.29, 12.59, 12.77, 13.03, 12.16, 12.73, 12.25 and 13.06 hours.)

55. 54-10-RW153. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (60.11 hours, 62.01, 61.43 hours, 61.13, 61.36 and 60.51 hours.)

56. 54-10-RW136. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (60.60 hours, 60.83, 60.50 hours and 60.46 hours.)

57. 54-10-RW127. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (60.32 hours, 61.77, 61.92 hours, 66.18, 63.66, 65.12 hours, 64.95 and 63.88 hours.)

58. 54-10-RW121. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (61.46 hours, 60.65, 60.86 hours, 60.11, 60.28, 61.25 hours, 60.31 and 62.50 hours.)

59. 54-10-RW123. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the

week (60.50 hours and 60.63 hours.)

60. 54-10-RW133. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (62.27 hours, 60.13, 61.99 hours, 65.75, 63.43, 66.97, 65.30, 64.33, 63.58, 64.72, 69.69, 62.81, 65.40, 64.60, 64.41 and 60.60 hours.)

61. 54-10-RW114. Formal A. Four Carriers are hereby paid a total of 24 hours of overtime due to inequitable distribution of overtime.

62. 54-10-RW090. Formal A. Management violated Article 8 Section 5G (overtime rules). The NON-ODL is hereby paid an additional 250 percent for 23 units and the ODL is hereby paid 23 units of overtime.

63. 54-10-RW148. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (13.45 hours, 12.54, 13.17 hours, 12.33, 12.34, 12.09, 12.38 and 12.19 hours.)

64. 54-10-RW147. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.45 hours, 12.44 and 12.35 hours.)

65. 54-10-RW145. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.32 hours and 12.17 hours.)

66. 54-10-RW152. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (13.92 hours, 12.26, 12.47 and 12.04 hours.)

67. 54-10-RW132. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (13.23 hours, 12.15, 12.14 hours, 12.46, 12.02, 12.09, 12.29, 12.15 and 12.18 hours.)

68. 54-10-RW131. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.18 hours, 12.75, 12.19 hours and 12.16 hours.)

69. 54-10-RW146. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the

day (12.60 hours, 12.44, 12.23 hours, 12.17, 12.17, 12.95, 12.15, 12.21, 12.49, 12.50, 13.00, 12.79, 12.38 and 12.09 hours.)

70. 54-10-RW154. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (63.68 hours.)

71. 54-10-RW194. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (61.16 hours, 64.00, 63.07 hours, 61.91, 61.61 and 65.22 hours.)

72. 54-10-RW122. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.17 hours, 12.41 and 12.07 hours.)

73. 54-10-RW126. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.10 hours, 12.20 and 12.44 hours.)

74. 54-10-RW125. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.44 hours.)

75. 54-10-RW124. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.20 hours.)

76. 54-10-RW135. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.83 hours.)

77. 54-10-RW134. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.47 hours, 12.01 and 12.02 hours.)

78. 54-10-RW129. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.62 hours, 12.42, 13.13 hours, 12.25, 13.10 and 12.36 hours.)

79. 54-10-RW128. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.04 hours, 12.02, 12.16 hours, 12.01, 12.15, 12.04, 12.03, 12.10 and



12.15 hours.)

80. 54-10-RW137. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.06 hours.)

81. 54-10-RW143. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.19 hours.)

82. 54-10-RW065. Formal A. Management violated Article 8 Section 5G (overtime rules). The following 5 NON-ODL's are hereby paid an additional 250 percent for a total of 2.85 hours and the following 3 ODL's are hereby paid a total of 2.85 hours of penalty pay. (This equates to SEXTUPLE TIME for the 2.85 hours of violation!!)

83. 54-10-RW036. Formal A. Two Carriers are hereby paid a total of 16 hours of overtime due to inequitable distribution of overtime.

84. 54-10-RW117. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.52 hours.)

85. 54-10-RW116. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (60.32 hours and 61.38 hours.)

86. 54-10-RW118. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (13.81 hours, 12.40 hours and 13.02 hours.)

87. 54-10-RW119. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (61.26 hours, 64.87, 61.87 hours, 60.55, 62.17, 60.71 hours and 60.10 hours.)

88. 54-10-RW092. Formal A. 9 Carriers are hereby awarded 50 units of overtime each. (Started early and guaranteed to work or be paid for their normal tour.)

89. 54-10-RW074. Formal A. Management will comply with the prior grievance settlements.

90. 54-10-RW111. Formal A. Grievant is hereby awarded 50 units of overtime each of four days. (Started early and guaranteed to work or be paid for their normal tour.)

91. 54-10-RW112. Management will cease and desist inserting language into REMOVAL notices that makes it more difficult to attain back pay than what the ELM states. Due to repeat violations, management will pay the charity of the Union's choice \$100.00 with a built in remedy of \$200.00 if violated again.

92. 54-10-RW176. Formal A. Henceforth, management will abide by the LMU and post the vacation calendars timely. Management will send Ashok to Potomac in an effort to complete the vacation schedule as expeditiously as possible.

93. 54-RW069. Formal A. The 1017-B entry (unauthorized overtime) for 1.49 hours is hereby deleted from the Grievant's 1017-B log. (Management failed to interview the Grievant the next workday as agreed to in our Labor/Management minutes.)

94. 54-RW079. Formal A. The 1017-B entry (unauthorized overtime) for 22 units is hereby deleted from the Grievant's 1017-B log. (Management failed to interview the Grievant the next workday as agreed to in our Labor/Management minutes.)

95. 54-RW085. Formal A. The 1017-B entry (unauthorized overtime) for 66 units is hereby deleted from the Grievant's 1017-B log. (Management failed to interview the Grievant the next workday as agreed to in our Labor/Management minutes.)

96. 54-RW093. Formal A. The 1017-B entry (unauthorized overtime) for 67 units is hereby deleted from the Grievant's 1017-B log. (Management failed to interview the Grievant the next workday as agreed to in our Labor/Management minutes.)

97. 54-RW084. Formal 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.)

98. 54-10-JYG12. Formal A. Management hereby agrees to change the

Potomac break time from 5 minutes after clocking on to 0950 for all Carriers effective immediately. Management will provide a Service Talk to inform all employees of this settlement.

99. 54-10-JYG17. Informal A. Grievant will be treated with dignity and respect.

100. 54-10-RW094. Formal A. Henceforth, a Work Assignment employee will not be instructed to curtail mail on their own route to create artificial undertime unless the curtailed mail has future dates marked on it.

101. 54-10-RW164. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.05 hours)

102. 54-10-RW186. Informal A. The tardy slip for the date is hereby rescinded. From this point forward, management will comply with the F-21 handbook Section 143.12c and the 3971 will be completed the same day as any tardiness.

103. 54-10-RW175. Informal A. All 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant's 1017-B log.

104. 54-10-RW173. Informal A. All 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant's 1017-B log.

105. 54-10-RW171. Informal A. All 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant's 1017-B log.

106. 54-10-RW068. Formal A. Henceforth, a Work Assignment employee will not be instructed to curtail mail on their own route to create artificial undertime unless the curtailed mail has future dates marked on it.

107. 54-10-KA31. Informal A. Grievant will be treated with dignity and respect and will cease and desist being disrespectful when the Grievant calls back to notify management that they cannot make it in the time authorized.

108. 54-10-RW082. Formal A. Henceforth, a Work Assignment employee will not be instructed to curtail mail on their own route to create artificial undertime unless the curtailed mail has future dates marked on it.

109. 54-10-RW072. Formal A. Management will pay the charity of the

Union's choice \$500.00 for failing to provide information to the Union within 24 hours. This is consistent with hundreds of prior settlements including STEP B decisions.

110. 54-10-RW077. 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.

111. 54-10-RW081. 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.

112. 54-10-RW088. 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.

113. 54-10-RW061. Formal A. The tardy slip for the date is hereby rescinded. From this point forward, management will comply with the F-21 handbook Section 143.12c and the 3971 will be completed the same day as any tardiness.

114. 54-10-RW203. Informal A. All 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant's 1017-B log.

115. 54-10-RW187. Informal A. All 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant's 1017-B log.