

TWINBROOK

1. 53-10-MS48. ARBITRATION. REMOVAL alleging a failure to comply with a direct order is reduced to a Letter of Warning and further reduced from two years to 4 months and 26 days in OPF.
2. 53-10-MS58. Informal A. REMOVAL alleging unacceptable conduct on the workroom floor is reduced to a 14 day paper suspension and further reduced to one year in the Grievant's OPF. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "Unacceptable Conduct relating to workplace behavior."
3. 53-10-MS77. Formal A. REMOVAL for sliding into the back of another vehicle in a rainstorm is reduced to a 7 day paper suspension. Management will not cite this discipline as a prior element in any subsequent discipline, unless the charge is "At-fault vehicle accident."
4. 53-10-MS97. Formal A. 14 DAY SUSPENSION for parking on the wrong side of the road to deliver a parcel is reduced to a Letter of Warning and further reduced to one year in OPF.
5. 53-10-MS93. Formal A. 14 DAY SUSPENSION for parking on the wrong side of the road to deliver a parcel is reduced to a Letter of Warning and further reduced to one year in OPF.
6. 53-10-MS64. Informal A. 7 DAY SUSPENSION alleging 8 hours of AWOL is reduced to 6 months in OPF. The AWOL is hereby changed to 8 hours of EAL.
7. 53-10-MS94. Formal A. 7 DAY SUSPENSION alleging poor attendance is reduced to a Letter of Warning and further reduced to one year in OPF.
8. 53-10-MS71. Formal A. 7 DAY SUSPENSION alleging that the Grievant was partly out of proper uniform is rescinded.
9. 53-10-MS68. Informal A. 7 DAY SUSPENSION alleging 8 hours of AWOL 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 attendance issues.

10. 53-10-MS98. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime (7 minutes and the supervisor was with the Grievant for the day!) is rescinded.
11. 53-10-MS43. Formal A. Letter of Warning alleging poor attendance is reduced to 6 months in OPF.
12. 53-10-MS41. Formal A. Letter of Warning for wearing sunglasses on the workroom floor is rescinded.
13. 53-10-MS60. Formal A. Letter of Warning alleging poor attendance is rescinded.
14. 53-10-MS66. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
15. 53-10-MS36. STEP B. Letter of Warning alleging poor attendance is rescinded. (Management was citing on the job injury dates.)
16. 53-10-MS83. Formal A. The following TE's are hereby paid an additional 50 percent for all hours worked beyond 11 and a half hours for the day; 12.86 hours and 11.95 hours.
17. 53-10-MS82. Formal A. ESCALATING REMEDY. The following PTF's are hereby paid an additional 75 percent for all hours worked beyond 11 and a half hours for the day plus a lump sum of \$80.00 each; 14.34 HOURS!, 13.13 HOURS!, 12.30 hours and 12.61 hours.
18. 53-10-MS39. STEP B. Opting violation. Management is ordered to cease and desist.
19. 53-10-MS23. Formal A. Consistent with a PRE-ARB on this same issue (The Carrier Expectation Worksheet), management will not discuss job performance on the open workroom floor.
20. 53-10-MS61. Formal A. Station Manager Lennie Jones will treat the Grievant with dignity and respect.
21. 53-10-MS63. Formal A. The AOT charge (Absent from overtime) is hereby removed.
22. 53-10-MS46. Formal A. Grievant will be treated with dignity and respect.
23. 53-10-MS51. STEP B. Management will provide Limited Duty work in

compliance with 546 of the ELM. Grievant will be paid for all lost wages.

24. 53-2010-MS50. STEP B. Management is ordered to cease and desist refusing CA-17's where the physician has clarified a restriction on the form.

25. 53-10-MS56. Formal A. Management will update the posted leaving and return times with the correct information.

26. 53-10-MS42. Formal A. Grievant will be permitted to buy back his leave in accordance with 512.923 of the ELM.

27. 53-10-MS55. Formal A. Management will cease and desist enclosing expunged discipline or anything other than the modified disciplinary actions when compiling their packets of information to Step B.