

POTOMAC

1. 54-2005-RJ30. Formal A. Management hereby pays the Grievant, a NON-ODL employee, an additional 50% for 79 units plus a lump sum of \$15.00 due to an Article 8 (overtime rules) violation.
2. 54-2005-RJ32. Formal A. Management hereby pays the Grievant, a NON-ODL employee, an additional 50% for 50 units plus a lump sum of \$15.00 due to an Article 8 (overtime rules) violation.
3. 54-05-TB02. Step B. Grievant will be paid 2.88 hours of penalty pay due to management refusing to pay the guaranteed pay. Grievant clocked out and was ordered back on the clock.
4. 54-2005-RJ31. Formal A. Grievant, a NON-ODL, is hereby paid an additional 50% for the time worked over 10 hours (11.63 hours) plus a lump sum of \$15.00 due to repeat violations of Article 8 Section 5F.
5. 54-2005-RJ28. Formal A. Management hereby pays an additional 50% for all time worked over 12 hours on this day plus an escalating remedy of \$40.00 each due to repeat violations. 42 full time carriers worked over 12 hours on this day! The range was from 12.05 hours to 14.33 hours! Also, four NON-ODL's worked over 10 hours on this day (10.69 hours, 10.44 hours, 13.08 hours and 10.34 hours.) All four will be paid an additional 50% for the time worked over 10 hours plus a lump sum of \$15.00 due to repeat violations of Article 8 Section 5F. Also, on this day 4 PTF's worked over their maximum of 11 and a half hours in a day (12.38 hours, 12.01 hours, 12.24 hours and 12.43 hours). They will each be paid an additional 50% for the time worked over 11 and a half hours plus a lump sum of \$40.00 each due to repeat violations.
6. 54-05-LG95. Step B. 108 Letter Carriers were required to carry mail in the dark on two days. Resolved; Management should put forth an effort to work with the Union to come up with alternative ways that would prevent carriers from working late and in the

dark.

7. 54-05-LG69. Step B. The Union is requesting overtime pay after 8 hours and penalty pay after 10 hours due to the Grievant being on sick leave for the first part of the day. Resolved; Denied. The Step B team believes there was a revised schedule. NOTE* There was no revised schedule.

8. 54-2005-RJ27. Formal A. Management hereby pays an additional 50% for all time worked over 12 hours on this day plus an escalating remedy of \$40.00 each due to repeat violations. 24 full time carriers worked over 12 hours on this day! The range was from 12.01 hours to 12.76 hours! Also, three NON-ODL's worked over 10 hours on this day (12.67 hours, 11.61 hours and 13.32 hours.) All three will be paid an additional 50% for the time worked over 10 hours plus a lump sum of \$15.00 due to repeat violations of Article 8 Section 5F. Also, on this day 5 PTF's worked over their maximum of 11 and a half hours in a day (11.58 hours, 11.99 hours, 12.39 hours, 12.59 hours and 12.41 hours). They will each be paid an additional 50% for the time worked over 11 and a half hours plus a lump sum of \$40.00 each due to repeat violations.

9. 54-2005-RJ29. Formal A. 19 Carriers worked over 60 hours for the week ranging from 60.04 hours to 62.54 hours. They will each be paid an additional 50% for all time worked in excess of 60 hours plus an escalating remedy of \$75.00 each due to repeat violations.

10. 54-2005-RJ36. Formal A. Three NON-ODL Carriers worked a total of 1.51 hours of overtime which violated Article 8 (overtime rules). They will be paid an additional 125% for all hours worked over 8.

11. 54-05-LG44. Step B. Grievant is hereby paid a lump sum of \$100.00 due to management failing to provide this Grievant with a second consultation. Grievant will also receive another route inspection.

12. 54-05-LG73. Step B. Letter of Warning alleging a missed MSP scan point is reduced to six months in OPF.

13. 54-05-LG85. Step B. Letter of Warning alleging a missed MSP scan point is reduced to six months in OPF.

14. 54-05-LG66. Step B. Letter of Warning alleging two missed MSP scan points is reduced to six months in OPF.
15. 54-05-LG68. Step B. Management is ordered to stop making photo copies of Carrier's drivers licenses.
16. 54-06-LG15. Informal A. Letter of Warning alleging a failure to scan Signature Confirmation is reduced to a discussion.
17. 54-06-LG3. Informal A. Letter of Warning alleging expansion of lunch by 8 minutes, not taking lunch where the regular Carrier does, failing to complete a 3849 before attempting delivery, backtracking to deliver a parcel and purposely extending the regular's street time is hereby rescinded. The 3999 will be destroyed.
18. 54-05-LG110. Informal A. 14 DAY SUSPENSION alleging an at-fault backing accident is hereby reduced to a Letter of Warning and further reduced to 6 months in OPF.
19. 54-05-LG86. Formal A. DOIS is only a tool. Management acknowledges Article 34 of the National Agreement (A Fair Days pay for a Fair Days Work). NOTE** Article 34 is the negotiated work and time standards. NOT DOIS!!!!
20. 54-05-LG96. Formal A. Management will remove twenty 1017-B entries (unauthorized overtime). Management failed to notify the Carrier's of the entries in a timely manner and failed to ask the Carrier's what happened.
21. 54-05-LG97. Formal A. The MPO ordered all Carrier's to be designated as AWOL if they called in after this snowstorm. Resolved; Grievant is hereby paid 8 hours of sick leave and all AWOL records changed to reflect this.
22. 54-05-LG90. Formal A. Management put the Grievant off the clock to go home and get his ID badge while other Carriers were not sent home. Resolved; Grievant is hereby paid 1.43 hours. The Union stands for equitable treatment for all.
23. 54-2006-RJ02. Formal A. 7 DAY SUSPENSION alleging profanity and going into a rage on the workroom floor is reduced to a Letter of Warning and further reduced

to 4 months and one day in OPF.

24. 54-05-LG88. Informal A. Management will not put Carriers off the clock to get their ID badge if their vehicle is in the Postal parking lot.

25. 54-05-LG70. Informal A. Letter of Warning alleging two missed MSP scan points is rescinded.

26. 54-05-LG51. Formal A. Management combined all three office breaks into one break. The break room does not accommodate everyone at once. Resolved; Management will revert back to three morning office breaks for the Carriers.

27. 54-05-LG107. Informal A. Grievant called back and told management that he could not complete the assignment in the allotted time. Management told the Grievant that the time worked would be unauthorized. Resolved; If management tells the Carrier to complete the assignment, the overtime will be authorized.

28. 54-05-LG111. Informal A. Letter of Warning alleging poor attendance is reduced to six months in OPF.

29. 54-06-LG1. Informal A. Grievant will be treated with dignity and respect.

30. 54-05-LG108. Informal A. Management will allow lunch breaks to be taken other than what is on the 1564-A if the Carrier informs management of this in advance.

31. 54-06-LG2. Informal A. Grievant wanted management to know of his objections to carrying the mail in the dark.

32. 54-05-LG109. Informal A. The supervisor was riding in the vehicle with the Grievant all day performing a 3999. Grievant was still required to go to a pay phone and call back to notify management at the Post Office that he would not be back by 1700. This is ridiculous!

33. 54-05-LG89. Informal A. Management will not put Grievant off the clock to get their ID badge if their vehicle is in the Postal parking lot.

34. 54-05-LG94. Informal A. Letter of Warning alleging unacceptable attendance is reduced to 9 months in OPF.

35. 54-05-LG87. Informal A. Letter of Demand for \$196.60 will be deducted in accordance with the proper

rules and regulations.

36. 54-05-LG62. Informal A. Letter of Warning alleging unauthorized overtime is rescinded. Note* The Carrier called back and was told to complete the assignment.

37. 54-05-LG54. Informal A. Letter of Warning for failing to deliver an express mail piece by noon (12:57pm) is hereby reduced to 3 months in OPF.

38. 54-05-LG58. Informal A. Letter of Warning for failing to deliver an express mail piece by noon (12:01pm) is hereby rescinded.

39. 54-05-LG85. Informal A. Management agreed to provide the information requested by the Union.

40. 54-06-LG20. Formal A. Management granted a single day of annual leave on a designated holiday, thus forcing in an additional senior Carrier on his designated holiday. Resolved; Management will grant the Carrier a day of annual leave of his choice.

41. 54-06-LG11. Formal A. Letter of Warning alleging time wasting practices (casing shoppers, excessive withdrawals and not holding 6 inches of flats) is rescinded.

42. 54-2005-RJ34. Step B. The 27 Carriers who worked over 60 hours for the week will be paid an additional 50% for all time worked past 60. The escalating remedy of \$100.00 for each carrier (there are 43 signed prior settlements covering approximately 500 Carriers) who worked over 60 for the week is imposed.

43. 54-2005-RJ42. Step B. The 13 Carriers who worked over 60 hours for the week will be paid an additional 50% for all time worked past 60. The escalating remedy of \$100.00 for each carrier (there are 43 signed prior settlements covering approximately 500 Carriers) who worked over 60 for the week is imposed.

44. 54-2005-RJ35. Step B. The 6 Carriers who worked over 60 hours for the week will be paid an additional 50% for all time worked past 60. The escalating remedy of \$100.00 for each carrier (there are 43 signed prior settlements covering approximately 500 Carriers) who worked over 60 for the week is imposed.

45. 54-2005-RJ41. Step B. The 5 Carriers who worked

over 60 hours for the week will be paid an additional 50% for all time worked past 60. The escalating remedy of \$100.00 for each carrier (there are 43 signed prior settlements covering approximately 500 Carriers) who worked over 60 for the week is imposed.

46. 54-2005-RJ84. Step B. The 15 Carriers who worked over 60 hours for the week will be paid an additional 50% for all time worked past 60. The escalating remedy of \$100.00 for each carrier (there are 43 signed prior settlements covering approximately 500 Carriers) who worked over 60 for the week is imposed.