

PIKE ANNEX

1. 52-2007-MC65. Step B. Grievant was accused of failing to call in for an absence, but management had a 3971 for the day. Resolved; The AWOL charge is hereby changed to 8 hours of EAL.
2. 52-2007-MC108. Informal A. Letter of Warning for attendance citing eleven instances of tardiness is reduced to 3 months in OPF provided that the Grievant is tardy less than 7 times during that 3 month period.
3. 52-2007-MC104. Informal A. Letter of Warning alleging that the Grievant did not scan the express piece by 12 noon is rescinded.
4. 52-2007-MC102. Formal A. Grievant is awarded 24 hours of make-up overtime opportunities due to inequitable distribution of overtime.
5. 52-2007-MC103. Formal A. Grievant is awarded 16 hours of make-up overtime opportunities due to inequitable distribution of overtime.
6. 52-07-SMS20. Formal A. Grievant, a NON-ODL, is awarded an additional 150 percent for 1.30 hours and two ODL's are awarded 65 units of overtime due to an Article 8 (overtime violation.)
7. 52-07-SMS16. Step B. Letter of Demand for \$40.00 alleging a failure to scan an express piece by 12 noon is rescinded.
8. 52-2007-MC107. Formal A. 8 hours of AWOL is hereby changed to 8 hours of sick leave for Dependent Care (SLDC).
9. 52-2007-MC90. Step B. EMERGENCY SUSPENSION alleging inappropriate comments to patrons and alleging a threat to others is rescinded with 4 months of back pay and benefits.
10. 52-2007-MC116. Informal A. Letter of Warning alleging unauthorized overtime and returning to the office after 1800 (1850) with the Grievant only requesting 2 hours of overtime on a 3996 is reduced to a discussion.
11. 52-2008-MC3. Formal A. When management types demands for documentation letters for Carriers, Section 513.364 of the June 2007 issue of the ELM will be used in verbatim.
12. 52-2008-MC2. Formal A. When an employee is awarded back pay, the hours an employee would have worked, if not for the action which resulted in the back pay period, are counted as work hours for the 1250 work hour eligibility requirement under the Family

Medical Leave Act (FMLA). This is consistent with page 10-17 of the November 2005 JCAM.

13. 52-2008-MC1. Formal A. Management was requiring more documentation than the ELM stipulated in order to receive back pay. We withdrew the grievance when management decided to comply with Section 436.42e(2) of the ELM.

14. 52-07-SMS19. Step B. Management was requiring Carriers to complete PS form 3971 off the clock. Resolved; Carriers will request the 3971 off the clock, but will fill out the form 3971 on the clock.

15. 52-2007-MC113. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

16. 52-2007-MC79. Step B. Inequitable distribution of overtime. Grievance denied without consideration to the merits of the case because the grievance was appealed to Step B untimely.

17. 52-2007-MC95. Step B. Management violated the contract when they discontinued a long standing past practice of allowing Carriers to clock in 8 units early. However, management must meet with the Union and then management can discontinue the practice 30 days later.

18. 52-08-SMS4. Informal A. Letter of Warning alleging unacceptable attendance is reduced to a discussion.