

TWINBROOK

1. 53-2008-MS04. Formal A. Grievant is awarded 20 hours of overtime due to inequitable distribution of overtime.
2. 53-2008-MS04-A. Formal A. Grievant is awarded 14 hours of overtime due to inequitable distribution of overtime.
3. 53-08-KA3. Informal A. Letter of Warning for casing sequenced mail is reduced to a discussion.
4. 53-2008-MS10. Informal A. The FMLA requested is hereby approved. The Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA Coordinator.
5. 53-2008-MS11. Informal A. The FMLA requested is hereby approved and supercedes any communication from the District's FMLA Coordinator.
6. 53-2008-MS15. Informal A.
7. 53-2008-MS16. Informal A.
8. 53-2008-MS17. Informal A.
9. 53-2008-MS18. Informal A.
10. 53-2008-MS19. Informal A.
11. 53-2008-MS20. Informal A.
12. 53-2008-MS21. Informal A.
13. 53-2008-MS22. Informal A.
14. 53-2008-MS23. Informal A. Grievances 6 through 14 above are resolved as follows; The router who was moved off her assignment is paid an additional 50 percent for 8.59 hours. The Grievant's whose routes were adjusted via a router and who did not receive the router assistance are hereby paid an additional 13.54 hours at their straight time rate. Seven ODL's are hereby paid an additional 6.16 hours at their overtime rate.
15. 53-2008-MS12. Informal A.
16. 53-2008-MS13. Informal A.
17. 53-2008-MS14. Informal A. Grievances 15 through 17 above are resolved as follows; Management violated Article 8 Section 5G (overtime rules.) Grievant, a NON-ODL, is hereby paid an additional 175 percent for 1.78 hours and 3 ODL'S are paid an additional 1.78 hours of overtime.

18. 53-2008-MS26. Informal A. A PTF worked past the maximum daily hour limit (12.59 hours). The PTF is awarded an additional 75 percent for 1.09 hours plus a lump sum of \$80.00 as an escalating remedy due to scores of prior settlements including precedent setting Step B decisions.
19. 53-2008-MS31. Informal A. Letter of Warning alleging an expansion of street time and unauthorized overtime is reduced to a discussion.
20. 53-2008-MS31. Informal A. Letter of Warning alleging a failure to pick up outgoing mail is reduced to a discussion.
21. 53-2008-MS08. Formal A. Management will cease and desist violating the Harnest-Hogan settlement. Future violations will result in monetary settlements. Management will provide copies of all pages of the CA-1 to the Grievant in accordance with 20 CFR 10.110. Management will provide a copy of any controversion letters to the Grievant and the local Union.
22. 53-2008-MS07. Formal A. Grievant is hereby awarded 19.84 hours (by reimbursing sick leave balance) due to management terminating Limited Duty improperly and charging the Grievant sick leave that was not requested.
23. 53-2008-MS34. Informal A. Management violated Article 8 Section 5G (overtime rules). ESCALATING REMEDY! The NON-ODL is awarded an additional 175 percent for 1.69 hours and two ODL's are awarded a total of 1.69 hours of penalty pay.
24. 53-2008-MS36. Informal A. The router is awarded an additional 50 percent for 3.11 hours for being moved off her assignment.
25. 53-2008-MS42. Informal A. The Carriers who are due router help and did not receive router help are awarded an additional 100 percent for the hours they are due router time. Carrier X is awarded one hour and Carrier Y is awarded 95 units of pay.
26. 53-2008-MS35. Informal A. The following Carriers are awarded an additional 100 percent because they did not receive their router time; 1.50 hours, 1.50 hours, 67 units, one hour, one hour and one hour. The ODL'S are awarded overtime for the above time.
27. 53-2008-MS37. Informal A. ESCALATING REMEDY! Management violated Article 8 Section 5F. Two Carriers are awarded an additional 75 percent for the time worked past the restrictions found in Article 8 Section 5F (18 units and 20 units respectively) plus a lump sum of \$30.00 each.
28. 53-2008-MS33. Informal A. The router is awarded an additional

- 50 percent for 7 hours for being moved off her assignment.
29. 53-2008-MS28A. Formal A. From this point forward, all Carriers will move to the correct routes on the badge reader when providing auxiliary assistance.
30. 53-08-KA6. Formal A. Letter of Warning alleging 8 hours of AWOL is reduced to 3 months in OPF.
31. 53-2008-MS28. Informal A. Management violated Article 8 Section 5G (overtime rules). ESCALATING REMEDY! Two NON-ODL's are awarded an additional 175 percent for a total of 2.51 hours and 5 ODL's are awarded a total of 2.51 hours of penalty pay.
32. 53-08-KA11. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
33. 53-08-KA12. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
34. 53-08-KA10. Informal A. Letter of Warning alleging an at fault vehicle accident is reduced to 2 months and 3 weeks in OPF and will not be cited as a prior element unless the Grievant has another at fault vehicle accident.
35. 53-2008-MS29. Informal A. Management, specifically the FMLA Coordinator, did violate the National Agreement. Management agrees to "Cease and Desist" from using their locally created "FMLA Certification" memorandum and utilize the individual, appropriate response letters that are provided by Headquarters. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the local Union. This grievance settlement will supercede any correspondence or denial of FMLA by the District's FMLA Coordinator.
36. 53-2008-MS41A. Informal A. The router is awarded an additional 50 percent for 5.27 hours due to management working her off her assignment.
37. 53-2008-MS47. Informal A. Management violated Article 8 Section 5G (overtime rules). ESCALATING REMEDY! The NON-ODL is awarded an additional 175 percent for 96 units and the ODL is awarded 75 units of overtime and 21 units of penalty pay.
38. 53-2008-MS47A. Informal A. ESCALATING REMEDY! Management violated Article 8 Section 5F. Two Carriers are awarded an additional 75 percent for the time worked past the restrictions found in Article 8 Section 5F (32 units and 37 units respectively) plus a lump sum of \$30.00 each.