

# **MAIN OFFICE ROCKVILLE**

1. 50-09-SL204. Formal A. 14 DAY SUSPENSION alleging 8 hours of AWOL is rescinded.
2. 50-10-SL28. Formal A. 14 DAY SUSPENSION alleging 35.26 hours of AWOL is reduced to a 7 DAY SUSPENSION and further reduced from two years to one year in the Grievant's OPF.
3. 50-10-SL29. Formal A. 7 DAY SUSPENSION alleging 3.26 hours of AWOL is rescinded (Left work to take sick son to the doctor).
4. 50-10-SL01. Formal A. Letter of Warning alleging a failure to follow instructions (only take DPS to the street) is rescinded.
5. 50-09-SL180. Formal A. Letter of Warning alleging a failure to follow instructions (Called back too late to inform management that you could not complete the assignment in the allotted time) is rescinded.
6. 50-10-SL14. Formal A. Letter of Warning alleging a failure to follow instructions (Cased SPR'S) is rescinded.
7. 50-10-SL04. Formal A. Letter of Warning alleging a failure to follow instructions (Moved to street time to load parcels, but took "too long") is rescinded.
8. 50-09-SL111. Formal A. The 1017-B (unauthorized overtime) entry for 45 units is hereby deleted from the Grievant's 1017-B log.
9. 50-09-SL175. Formal A. The 1017-B (unauthorized overtime) entry for 51 units is hereby deleted from the Grievant's 1017-B log.
10. 50-09-SL173. Formal A. The 1017-B (unauthorized overtime) entry for 94 units is hereby deleted from the Grievant's 1017-B log.
11. 50-09-SL179. Formal A. The 1017-B (unauthorized overtime) entry for one hour is hereby deleted from the Grievant's 1017-B log.
12. 50-09-SL178. Formal A. The 1017-B (unauthorized overtime) entry for 80 units is hereby deleted from the Grievant's 1017-B log.
13. 50-09-SL174. Formal A. 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.

14. 50-09-SL154. PRE-ARBITRATION. Article 41 Section 3 "O" will be invoked and all assignments junior to the assignment abolished will be posted for bid within 30 days. (Note\* This coupled with the Article 41 Section 3 "O" settlement in Potomac means that 68 assignments will be posted for bid.)

15. 50-09-SL171. Formal A. 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.

16. 50-10-SL17. Formal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$450.00 due to management refusing to provide information to the Union within 24 hours. This remedy is due to hundreds of violations.

17. 50-09-SL177. Formal A. 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.

18. 50-09-SL176. Formal A. 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.

19. 50-10-SL03. Formal A. 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.

20. 50-10-SL39. Informal A. 7 DAY SUSPENSION alleging that the Grievant did not start the bump immediately after completing their own assignment is reduced to a Letter of Warning and further reduced from two years to 5 months and 5 days in the Grievant's OPF.

21. 50-10-SL41. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

22. 50-10-SL43. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

23. 50-10-SL38. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

24. 50-10-SL46. Informal A. Letter of Warning alleging that the Grievant failed to scan a Delivery Confirmation piece is reduced to a discussion.

25. 50-10-SL34. Informal A. Letter of Warning alleging that the Grievant failed to leave the office immediately in the afternoon to deliver a bump.

26. 50-10-SL40. Informal A. Letter of Warning alleging that the Grievant failed to scan two Delivery Confirmation pieces is reduced to a discussion.

27. 50-10-SL42. Informal A. Letter of Warning alleging that the Grievant failed to scan a Delivery Confirmation piece is rescinded.
28. 50-09-SL130. Formal A. The 1017-B (unauthorized overtime) entry for 17 units is hereby deleted from the Grievant's 1017-B log.
29. 50-09-SL192. Formal A. The 1017-B (unauthorized overtime) entry for 69 units is hereby deleted from the Grievant's 1017-B log.
30. 50-10-SL35. Informal A. Management failed to post the overtime equitability log at the end of the quarter. Resolved; The log will be posted within 15 days and any grievance will be considered timely.
31. 50-09-GA08. Formal A. The 1017-A (TIME DISALLOWED) entry for 56 units is hereby deleted from the Grievant's 1017-A log and the Grievant is hereby paid the 56 units of overtime.
32. 50-10-SL31. Formal A. The 16 hours of AWOL is hereby changed to 16 hours of paid SLDC (Sick Leave Dependent Care.)
33. 50-10-SL30. Formal A. The 3.26 hours of AWOL is hereby changed to 3.26 hours of LWOP.
34. 50-10-SL32. Formal A. The 16 hours of AWOL is hereby changed to 16 hours of LWOP.
35. 50-10-SL33. Informal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL (Emergency Annual Leave.)
36. 50-09-SL148. Formal A. Grievant is hereby awarded 16.35 hours of overtime due to inequitable distribution of overtime.
37. 50-10-SL61. Informal A. 7 DAY SUSPENSION for having an at fault backing accident is rescinded. (Note\* Management failed to initiate a PDI!!! This is a fatal flaw, and thus, a due process error!)
38. 50-10-SL57. Informal A. 7 DAY SUSPENSION for having an at fault accident with major damage is rescinded. (Note\* Management failed to initiate a PDI!!! This is a fatal flaw, and thus, a due process error!)
39. 50-10-GA05. Informal A. Letter of Warning alleging a failure to scan an express mail piece if reduced to a discussion.
40. 50-10-SL49. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (1215) is reduced to a discussion.

41. 50-10-SL53. Informal A. Letter of Warning alleging a failure to scan a collection box barcode is reduced to a discussion.
42. 50-10-SL52. Informal A. Letter of Warning alleging an expansion of street time is rescinded.
43. 50-10-GA06. Informal A. Letter of Warning alleging an Edit Book failure is reduced to a discussion.
44. 50-09-SL94. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules.) Three NON-ODL'S are awarded an additional 250 percent for a total of 2.18 hours and three ODL'S are awarded a total of 2.18 hours of overtime.
45. 50-10-SL22. Formal A. The 5.72 hours of AWOL is hereby changed to 5.72 hours of sick leave.
46. 50-10-SL53. Informal A. The 8.00 hours of LWOP is hereby changed to 8.00 hours of sick leave.
47. 50-10-SL45. Informal A. The 8.00 hours of LWOP is hereby changed to 8.00 hours of sick leave. All records will reflect this change.
48. 50-10-SL37. Informal A. The request for FMLA is hereby approved for the entire year. This settlement supercedes any communication from the FMLA coordinator.
49. 50-10-SL50. Informal A. The 20.50 hours of annual leave is hereby changed to 20.50 hours of sick leave. We agreed to withdraw the grievance when management did the pay adjustment in front of the Steward.
50. 50-10-SL58. Formal A. REMOVAL alleging that the Grievant was assisted on the street by another Carrier who was on sick leave and not in uniform (failure to secure the mail) is hereby reduced to a 14 DAY PAPER SUSPENSION.
51. 50-10-SL60. Formal A. REMOVAL alleging that the Grievant committed a safety infraction when he drove across the street and was parked facing the wrong way on a corner is reduced to a 14 DAY PAPER SUSPENSION that will not be cited as a prior element in any subsequent discipline, unless the charge is for a safety infraction.

52. 50-10-GA12. Informal A. 14 DAY SUSPENSION alleging a threat against the supervisor on the workroom floor is reduced to a 7 DAY PAPER SUSPENSION and further reduced from two years to 17 months in the Grievant's OPF. Management will not cite this as a prior element in any subsequent discipline, unless the charge is "IMPROPER CONDUCT- MAKING THREATENING REMARKS TO POSTAL EMPLOYEES."

53. 50-10-SL59. Formal A. 7 DAY SUSPENSION alleging a failure to call back by 3:00pm, deviation and not starting the bump immediately after completing your own route is reduced to a Letter of Warning and further reduced from two years to 8 months in the Grievant's OPF.

54. 50-10-GA16. Informal A. The 8 hours of LWOP is hereby changed to 8 hours of paid sick leave.

55. 50-10-SL68. Informal A. Letter of Warning alleging that the Grievant collected mail from three Collection Boxes early is reduced to a discussion.

56. 50-10-GA18. Formal A. The attached PDI ground rules are agreed to. Supervisor, Ed Montano, must comply with these ground rules as will the Shop Steward and employee. Ed Montano will cease and desist interrupting the Shop Steward and employees during PDI's. Ed Montano will cease and desist insisting that employee's answer YES or NO during PDI's. Ed Montano will cease and desist the position that Shop Steward's are just passive observers during PDI's.

57. 50-10-SL63. Formal A. From this point forward, management will comply with Section 441 of the M-41 handbook concerning PM office duties.

58. 50-10-SL71. Informal A. From this point forward, management will comply with Section 441 of the M-41 handbook concerning PM office duties.

59. 50-10-SL44. Informal A. Management accused the Grievant of taking an extended lunch. We withdrew the Grievance when management apologized to the Grievant.

60. 50-10-SL71. Formal A. The 8 hours of annual leave is hereby changed

to 8 hours of Administrative Leave and on the other day the 1.32 hours of sick leave is changed to 1.32 hours of annual leave.

61. 50-10-GA13. Formal A. The 8 hours of LWOP is hereby changed to 8 hours of EAL. All records will reflect this change.

62. 50-10-GA07. Formal A. Letter of Warning alleging a failure to scan 3 Delivery Confirmation pieces is reduced to a discussion.

63. 50-10-SL27. Informal A. The 8 hours of annual leave is hereby changed to 8 hours of Administrative Leave. All records will reflect this change.

64. 50-10-SL47. Informal A. Grievant, a TE, had a number of dignity and respect cases against management and wanted to be moved away from the Rockville Main Office. We withdrew the Grievance when management agreed to move the Carrier to another station in Rockville.

65. 50-10-GA27. Formal A. ESCALATING REMEDY. Management will pay 150 dollars to the charity of the Union's choice due to management refusing to meet at Informal A on a grievance.

66. 50-10-GA25. Formal A. ESCALATING REMEDY. Management will pay 500 dollars to the charity of the Union's choice due to management failing to provide information to the Union within 24 hours.