

GERMANTOWN

1. 74-09-AC11. ARBITRATION. The Union was seeking to have the supervisor moved to another position due to constantly falsifying the clockrings. Decision- Management will cease and desist from intentionally using inaccurate time codes. Management is on notice that subsequent similar violations will not be tolerated and may justify more severe corrective action on management.
2. 74-10-TAP13. STEP B. The FMLA requested by the Grievant is approved.
3. 74-09-MB1. ARBITRATION. Management sent a request for updated restrictions to a Carrier and stated that the physician would not be paid unless the form was completed. Management was not using approved forms such as CA16's and CA-17's. Decision- Grievance denied.
4. 74-10-TAP31. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Three NON-ODL's are hereby awarded an additional 150 percent for a total of 3 hours and an ODL is hereby awarded 3 hours of overtime.
5. 74-10-TAP15. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Seven NON-ODL's are hereby awarded an additional 150 percent for a total of 7.35 hours and 3 ODL's are hereby awarded 7.35 hours of overtime.
6. 74-10-TAP19. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Three NON-ODL's are hereby awarded an additional 150 percent for a total of 4 hours and an ODL is hereby awarded 4 hours of overtime.
7. 74-10-TAP40. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). The NON-ODL is hereby awarded an additional 150 percent for 48 units and an ODL is hereby awarded 48 units of overtime.
8. 74-10-TAP36. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Eight NON-ODL's are hereby

awarded an additional 150 percent for a total of 7 hours and 2 ODL's are hereby awarded 7 hours of overtime.

9. 74-10-TAP39. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Four NON-ODL's are hereby awarded an additional 150 percent for a total of 4.72 hours and 3 ODL's are hereby awarded 4.72 hours of overtime.

10. 74-10-TAP20. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Five NON-ODL's are hereby awarded an additional 150 percent for a total of 5 hours and an ODL is hereby awarded 5 hours of overtime.

11. 74-10-TAP37. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). The NON-ODL is hereby awarded an additional 150 percent for 81 units and an ODL is hereby awarded 81 units of overtime.

12. 74-10-TAP27. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Five NON-ODL's are hereby awarded an additional 150 percent for a total of 5 hours and an ODL is hereby awarded 5 hours of overtime.

13. 74-10-TAP21. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). The NON-ODL is hereby awarded an additional 150 percent for 54 units and an ODL is hereby awarded 54 units of overtime.

14. 74-10-AC2. Formal A. Management agrees that code 782 is only to be used for Formal Training. Management agrees that regular Service/Safety talks are a line 21 item and therefore are part of a Carriers regular assignment.

15. 74-10-AC8. Formal A. Management will provide a beginning and ending date on form 1723 for higher level assignments.

16. 74-10-TAP23. Formal A. Management will treat all employees fairly and equally.

17. 74-10-TAP30. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

18. 74-10-TAP29. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.
19. 74-10-AC4. Formal A. Management agrees to abide by Section 115.3c of the M-39 handbook which states; The manager has the responsibility to resolve as many problems as possible before they become grievances.
20. 74-10-TAP14. Formal A. Supervisor Harmeet Bedi will treat the Grievant with dignity and respect.
21. 74-10-TAP25. Formal A. Management will provide the Grievant with a copy of the 3996 before the Grievant leaves for the street.
22. 74-10-TAP22. Formal A. Supervisor Harmeet Bedi will treat the Grievant with dignity and respect.
23. 74-10-AC9. Formal A. Management will not attempt to restrict the role of a Union Steward during a PDI to a passive observer. Management agrees to comply with USPS Weingarten Card concerning Union involvement.
24. 74-10-TAP24. Formal A. Management will not deny a Carrier's immediate request for Union time. If there is an operational need, the Carrier and the Steward will be granted up to 10 minutes with the remainder of the time to be provided the following morning.
25. 74-10-TAP35. Formal A. Letter of Warning alleging that the Grievant failed to scan two Delivery Confirmation packages is rescinded.
26. 74-10-TAP32. Formal A. Letter of Warning alleging that the Grievant failed to scan a Delivery Confirmation package is rescinded.
27. 74-10-TAP33. Formal A. Letter of Warning alleging that the Grievant failed to scan a Delivery Confirmation package is rescinded.
28. 74-10-TAP53. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
29. 74-10-AC7. STEP B. Management will cease and desist refusing to accept opts from PTF'S. Management will immediately place the PTF on the opt. (Management took the position that vacant assignments would no longer be available for opts because these routes would be split up and carried by regulars on undertime!) WHO THINKS UP THIS

NONSENSE!!!!!!

30. 74-10-TAP18. STEP B. Management did not violate the contract when they ordered all Carriers to take their lunch between the hours of 11:00am and 1:00pm. (Note* The Richmond, VA STEP B team wrote this decision.)

31. 74-10-AC5. STEP B. Management violated the contract when they changed a 25 year past practice of taking their office break from 9:00am to 9:10am and ordered the Carriers to take their break from 8:30am to 8:40am.

32. 74-10-TAP52. STEP B. 7 DAY SUSPENSION alleging poor attendance is reduced to a Letter of Warning and further reduced from two years to one year in the Grievant's OPF.