

## PIKE ANNEX

1. 52-2008-MC35. Informal A. Letter of Warning alleging poor attendance is rescinded.
2. 52-2008-MC34. Informal A. 32 hours of FMLA annual leave is hereby changed to correctly indicate 32 hours of FMLA sick leave.
3. 52-2008-MC27. Formal A. Management will pay a charity of the Union's choice \$325.00 for failing to provide information to the Union within 24 hours.
4. GOOD-FAITH RESOLUTION. Management agrees that they will not issue the REMOVAL action initially requested and further agrees not to issue any discipline for the most recent "incident". The 14 DAY SUSPENSION letter will remain in the Grievant's OPF for an additional 4 months and 13 days.
5. 52-2008-MC19. Formal A. Management will pay \$25.00 to a charity of NALC Branch 3825's choice, due to a violation of the Harnest-Hogan settlement (this deals with management's responsibilities when employees are injured on duty) dated March 18, 1999. This is in accordance with numerous grievance resolutions, arbitrations and a precedent setting Step B decision.
6. 52-2008-MC22. Formal A. From this point forward, all parties will use a 3189 to revise schedules. This is in accordance with the F-21 handbook and the JCAM.
7. 52-08-SMS32. Informal A. Letter of Warning alleging that the Grievant was shopping on penalty pay is reduced to a discussion.
8. 52-2008-MC17. Formal A. Letter of Warning alleging unacceptable attendance is rescinded. (Note\* This won only because of double jeopardy.)
9. 52-2008-MC08. Formal A. 7 DAY SUSPENSION for getting injured on the job is rescinded.
10. 52-2008-MC70. Formal A. REMOVAL alleging a failure to lock the vehicle with mail in the vehicle during street delivery and IMPROPER CONDUCT on the workroom floor is reduced to a 14 DAY SUSPENSION which will not be cited in future discipline as a prior element unless the future incident is for "IMPROPER CONDUCT" or "FAILURE TO SECURE THE MAIL."
11. 52-2008-MC41. Formal A. ESCALATING REMEDY. Management will award the Union \$150.00 to be given to the charity of the Union's choice due to management refusing to meet at Informal A of the

Dispute Resolution Process.

12. 52-2008-MC75. Formal A. ESCALATING REMEDY. Management will award the Union \$350.00 to be given to the charity of the Union's choice due to management refusing to provide information to the Union within 24 hours.
13. 52-2008-MC43. Formal A. Letter of Warning alleging unauthorized overtime, not using the 3M log, not activating the scanner properly and leaving a sleeper in the case is reduced to a discussion.
14. 52-2008-MC20. Formal A. REMOVAL alleging IMPROPER CONDUCT ON THE ROUTE is reduced to a 14 DAY SUSPENSION and the Grievant must bid out of the unit and cannot bid back into the unit until April 19, 2010.
15. 52-08-SM1. Formal A. Letter of Warning alleging poor attendance is rescinded.
16. 52-2008-MC25. Formal A. Letter of Warning for getting injured on the job is rescinded.
17. 52-2008-MC44. Formal A. Management will pay 6 Carriers a total of 58.21 (FIFTY EIGHT) hours of overtime due to inequitable distribution of overtime.
18. MEMORANDUM OF UNDERSTANDING. The Grievant will be provided a 3996 from this point forward when requested and a reason is given. A duplicate of the completed form will be provided upon request. Management will comply with M-01664 and understand that DOIS is only a tool. Management will treat the Grievant with dignity and respect. Management will train the Grievant how to enter assistance into the ETC unit and the Grievant will be provided time on the clock to complete the EMPLOYEE SURVEY within 2 days.
19. 52-2008-MC45. Formal A. Management will pay the Grievant 24 (TWENTY FOUR) hours of overtime due to inequitable distribution of overtime.
20. 52-2008-MC47. Formal A. Management will pay the Grievant 56 (FIFTY SIX) hours of overtime due to inequitable distribution of overtime.
21. 52-2008-MC48. Formal A. Management will pay the Grievant 16 (SIXTEEN) hours of overtime due to inequitable distribution of overtime.
22. 52-2008-MC50. Formal A. Management will pay the Grievant 16 (SIXTEEN) hours of overtime due to inequitable distribution of overtime.
23. 52-2008-MC51. Formal A. Management will pay the Grievant 24

(TWENTY FOUR) hours of overtime due to inequitable distribution of overtime.

24. 52-2008-MC52. Formal A. Management will pay the Grievant 24 (TWENTY FOUR) hours of overtime due to inequitable distribution of overtime.

25. 52-2008-MC40. Formal A. EMERGENCY SUSPENSION alleging IMPROPER CONDUCT on the workroom floor and alleging that the Grievant may be injurious to self or others is hereby expunged from the Grievant's OPF. Grievant will not receive any back pay.