

# POTOMAC

1. 54-2006-RJ01. Step B. EMERGENCY SUSPENSION alleging an unacceptable outburst on the workroom floor and the use of profanity is rescinded. Grievant will be paid for all lost hours (13.71).
2. 54-06-LG45. Formal A. 14 DAY SUSPENSION alleging a failure to scan a Signature Confirmation piece is reduced to a 7 DAY SUSPENSION and further reduced from two years to 6 months in OPF. Management cannot cite this as a prior element unless the charge is for missed scans.
3. 54-06-LG08. Step B. 7 DAY SUSPENSION alleging Time Wasting Practices during a Special Inspection is rescinded.
4. 54-06-LG28. Step B. 7 DAY SUSPENSION alleging a failure to get back by 1700 (returned at 7:06pm) is rescinded.
5. 54-06-LG42. Formal A. 7 DAY SUSPENSION for getting injured on duty is rescinded.
6. 54-06-LG16. Formal A. 7 DAY SUSPENSION alleging a failure to deliver an express piece by noon and finding another express mail piece in the UBBM is reduced to 4 months in OPF.
7. 54-06-LG44. Informal A. 7 DAY SUSPENSION alleging unauthorized overtime is reduced to a Letter of Warning and further reduced from two years to 7 months in OPF. Management will not cite this as a prior element unless the charge is unauthorized overtime.
8. 54-06-LG64. Informal A. Letter of Warning for delivering four express mail pieces after 12 noon is reduced to 3 months in OPF.
9. 54-06-LG6. Step B. Letter of Warning for picking up one piece of mail off the ledge at a time and then casing it is upheld.
10. 54-06-LG67. Informal A. Letter of Warning alleging an Edit Sheet Failure is reduced to a discussion.
11. 54-06-LG11. Formal A. Letter of Warning alleging Time Wasting Practices during a Special Inspection is reduced to 3 months and 12 days in OPF.
12. 54-05-LG75. Informal A. Letter of Warning alleging a missed MSP scan point is reduced to 3 months in OPF.
13. 54-05-LG103. Informal A. Letter of Warning alleging 3 misdelivered pieces is reduced to a discussion.

14. 54-05-LG78. Informal A. Letter of Warning alleging poor attendance is reduced to one year in OPF.
15. 54-05-LG101. Informal A. Letter of Warning alleging a failure to clock on the correct code for a collection run is reduced to a discussion.
16. 54-06-LG41. Informal A. Letter of Warning alleging a failure to deliver an express piece by noon is reduced to a discussion.
17. 54-06-LG43. Informal A. Letter of Warning for failing to scan an express piece upon delivery is reduced to 3 months in OPF.
18. 54-06-LG35. Informal A. Letter of Warning alleging a failure to scan a Signature Confirmation piece is reduced to 3 months in OPF.
19. 54-05-LG82. Informal A. Letter of Warning for not reviewing each piece of hold mail before delivering it resulting in some misdelivered mail is reduced to a discussion.
20. 54-05-LG92. Informal A. Letter of Warning for an at-fault vehicle accident is reduced to 6 months in OPF.
21. 54-05-LG102. Informal A. Letter of Warning alleging misdelivery of mail is reduced to a discussion.
22. 54-06-LG4. Formal A. Letter of Warning for taking an 1838-C on the street is reduced to a discussion.
23. 54-05-LG104. Informal A. Letter of Warning alleging misdelivery of mail is reduced to a discussion.
24. 54-06-LG10. Formal A. Letter of Warning alleging Time Wasting Practices during a Special Inspection is reduced to a discussion.
25. 54-06-LG25. Informal A. Letter of Warning alleging a failure to scan a Signature Confirmation piece is reduced to a discussion.
26. 54-06-LG46. Formal A. A PTF was injured on duty. Management would not pay the PTF 8 hours per day up to 40 hours for the week even though the PTF averaged 55 hours per week for the preceding year. Resolved; The PTF is hereby paid 10 hours and 34 units.
27. 54-06-LG65. Informal A. Management will repost leave when cancelled in accordance with the LMU.
28. 54-2006-RJ09. Formal A. Grievant will have 5 hours of annual leave restored to his balance due to a violation of the annual leave provisions of the LMU.

29. 54-2006-RJ34. Informal A. Management refused to act on an annual leave request within 3 days. We withdrew the grievance when management approved the annual leave.
30. 54-06-LG62. Formal A. Grievant bid on a temporary higher level position (T-6) outside of his work unit and management denied the bid. Resolved; Grievant is hereby paid higher level for the week in question.
31. 54-2005-RJ84. ARBITRATION. Management worked 15 Carriers over 60 hours for the week. We won an additional 50% for all hours worked beyond 60 for the week at Step B. Management challenged the escalating remedy we had achieved in 43 prior settlements, including many precedent setting Step B decisions, which encompassed hundreds of individual violations. This was a representative case with hundreds of new violations pending the outcome. The Union was seeking an additional \$125.00 plus an additional 50% for all time worked beyond 60 hours for the week. The arbitrator denied the escalating remedy.
32. 54-2005-RJ87. ARBITRATION. Same as number 31 above.
33. 54-2005-RJ76. ARBITRATION. Same as number 31 above except this was for regulars working over 12 hours in a day.
34. 54-2005-RJ72. ARBITRATION. Same as number 31 above except this was for regulars working over 12 hours in a day.
35. 54-2005-RJ87. ARBITRATION. Same as number 31 above.
36. 54-2005-RJ42. ARBITRATION. Same as number 31 above.
37. 54-2005-RJ44. ARBITRATION. Same as number 31 above except this was for regulars working over 12 hours in a day.
38. 54-2005-RJ41. ARBITRATION. Same as number 31 above.
39. 54-2005-RJ61. ARBITRATION. Same as number 31 above except this was for regulars working over 12 hours in a day.
40. 54-2005-RJ35. ARBITRATION. Same as number 31 above.
41. 54-2005-RJ34. ARBITRATION. Same as number 31 above.
42. 54-2005-RJ68. ARBITRATION. Same as number 31 above except this was for regulars working over 12 hours in a day.
43. 54-06-LG23. Step B. A PTF called in sick and management refused to pay sick leave, and instead, simply nonscheduled the PTF. The PTF had not worked 32 hours for the week at the time of the sick call. Resolved; The PTF is hereby paid 8 hours of sick leave and since this led to more than 40 hours by the end of the week the PTF is also paid 8 hours of overtime.
44. 54-06-LG21. Step B. A PTF was moved off their opt. The PTF

is hereby paid an additional 50% for all hour off the opt (11.44 hours).

45. 54-2006-RJ32. Step B. Class Action case. Many Work/Assignment Carriers cased for the time a router was supposed to case on their routes. The routes were adjusted via router time. This meant that the Work/Assignment Carriers were actually working off their assignment without the ODL's working 12 hours. This meant that management was violating Article 8 Section 5G (overtime rules). The Work/Assignment Carriers were paid an additional 50% for all time casing what a router should have cased and the ODL's were paid many hours of overtime and penalty pay as applicable. (This resulted in approximately 100 pay adjustments.)

46. 54-2006-RJ31. Step B. Class Action case. Same as number 45 above.

47. 54-2006-RJ18. Step B. Class Action case. Same as number 45 above.

48. 54-2006-RJ21. Step B. Class Action case. Same as number 45 above.

49. 54-2006-RJ22. Step B. Class Action case. Same as number 45 above.

50. 54-2006-RJ23. Step B. Class Action case. Same as number 45 above.

51. 54-2006-RJ24. Step B. Class Action case. Same as number 45 above.

52. 54-2006-RJ25. Step B. Class Action case. Same as number 45 above.

53. 54-2006-RJ26. Step B. Class Action case. Same as number 45 above.

54. 54-2006-RJ27. Step B. Class Action case. Same as number 45 above.

55. 54-2006-RJ28. Step B. Class Action case. Same as number 45 above.

56. 54-2006-RJ29. Step B. Class Action case. Same as number 45 above.

57. 54-2006-RJ30. Step B. Class Action case. Same as number 45 above.

58. 54-2006-RJ39. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

59. 54-2006-RJ35. Informal A. Management will pay the 8 hour

guarantee for the Grievant's N/S day paying the Grievant an additional 1.88 hours of overtime.

60. 54-06-LG66. Informal A. Letter of Warning alleging a failure to scan a Signature Confirmation piece is reduced to a discussion.