

# POTOMAC

1. 54-09-RW144. Informal A. Management will change the 1.23 hours of LWOP and 11 units of sick leave to 1.34 hours of sick leave and pay the Grievant 1.26 hours of overtime.
2. 54-09-RW124. Informal A. Due to an LMU violation concerning annual leave, another week will be posted for bid.
3. 54-09-RW94. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
4. 54-09-RW128. Informal A. The 1017-B entry (unauthorized overtime) for 20 units is hereby deleted from the Grievant's 1017-B log.
5. 54-09-RW127. Informal A. The 1017-B entry (unauthorized overtime) for 28 units is hereby deleted from the Grievant's 1017-B log.
6. 54-09-RW126. Informal A. The 1017-B entry (unauthorized overtime) for 1.26 hours is hereby deleted from the Grievant's 1017-B log.
7. 54-09-RW129. Informal A. The 1017-B entry (unauthorized overtime) for 11 units is hereby deleted from the Grievant's 1017-B log.
8. 54-09-RW122. Formal A. It is agreed that a meeting will occur between Kenneth Lerch, Robert Weisner, Greg Brooks, Lakhjit Dheman, Sharon Maclin, Theresa Hunt, Shawn Edwards and Randy Tucker within one week.
9. 54-09-RW107. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
10. 54-09-RW89. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
11. 54-09-RW91. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)

12. 54-09-RW87. In accordance with Article 41 Section 3G of the National Agreement, the employer will advise a Carrier who has properly submitted a 3996 of the disposition of the request promptly after review of the circumstances at the time.
13. 54-09-RW161. Informal A. Due to an LMU violation concerning annual leave, another week will be posted for bid.
14. 54-09-RW92. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
15. 54-09-RW93. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
16. 54-09-RW90. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
17. 54-09-RW160. Informal A. Management will act promptly to deal with the Grievant's safety concerns.
18. 54-09-RW101. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
19. 54-09-RW100. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
20. 54-09-RW99. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
21. 54-09-RW98. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
22. 54-09-RW108. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)

23. 54-09-RW103. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
24. 54-09-RW102. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
25. 54-09-RW153. Informal A. The 1017-B entries (unauthorized overtime) for 13 units, 77 units, 56 units, 5 units and 29 units are hereby deleted from the Grievant's 1017-B log.
26. 54-09-RW152. Informal A. The 1017-B entries (unauthorized overtime) for 41 units, 73 units, 17 units, 96 units and 1 unit are hereby deleted from the Grievant's 1017-B log.
27. 54-09-RW151. Informal A. The 1017-B entry (unauthorized overtime) for 32 units is hereby deleted from the Grievant's 1017-B log.
28. 54-09-RW155. Formal A. The 1017-B entry (unauthorized overtime) for 39 units is hereby deleted from the Grievant's 1017-B log.
29. 54-09-RW135. Informal A. The 1017-B entry (unauthorized overtime) for 20 units is hereby deleted from the Grievant's 1017-B log.
30. 54-09-RW133. Informal A. The 1017-B entry (unauthorized overtime) for 67 units is hereby deleted from the Grievant's 1017-B log.
31. 54-09-RW134. Informal A. The 1017-B entry (unauthorized overtime) for 63 units is hereby deleted from the Grievant's 1017-B log.
32. 54-09-RW163. Informal A. The 1017-B entry (unauthorized overtime) for 42 units is hereby deleted from the Grievant's 1017-B log.
33. 54-09-RW71. Formal A. ESCALATING REMEDY. Grievant, a NON-ODL, was forced to work over the maximum hours on a regularly scheduled day for a NON-ODL (10 hours)-- Article 8 Section 5F. Grievant worked 10.60 hours. Resolved; Grievant is awarded an additional 75 percent for the time worked past the maximum (60 units) plus a lump sum of \$30.00.
34. 54-09-RW65. Informal A. Due to repeat violations concerning the agreement to post on both timeclocks any time the Station will be maximized, management will award \$25.00 to the charity of the Union's

choice.

35. 54-09-RW67. Informal A. Due to repeat violations concerning the agreement to post on both timeclocks any time the Station will be maximized, management will award \$25.00 to the charity of the Union's choice.

36. 54-09-RW73. Informal A. Due to repeat violations concerning the agreement to post on both timeclocks any time the Station will be maximized, management will award \$25.00 to the charity of the Union's choice.

37. 54-09-RW70. Informal A. Due to repeat violations concerning the agreement to post on both timeclocks any time the Station will be maximized, management will award \$25.00 to the charity of the Union's choice.

38. 54-09-RW63. Informal A. Due to repeat violations concerning the agreement to post on both timeclocks any time the Station will be maximized, management will award \$25.00 to the charity of the Union's choice.

39. 54-09-RW136. Informal A. Management will update the office breaks to show the correct times. Management will post a sign on the breakroom door, both timeclocks and provide a Service Talk to reflect the changes. This is due to harassment of Carriers about what break they are taking.

40. 54-09-RW145. Informal A. Management will update the SOP to show the correct vehicle check time. Management will post a sign on the timeclock with the changes and provide a Service Talk. This is due to harassment of Carriers about what time they were checking their vehicles.

41. 54-09-RW86. Informal A. Management is refusing to provide Carrier's 3996's if the reason for overtime is due to carrying mail on another route. Management will cease and desist refusing 3996's based on the above.

42. 54-09-RW132. Informal A. The 1017-B entry (unauthorized overtime) for 50 units is hereby deleted from the Grievant's 1017-B log.

43. 54-09-RW95. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
44. 54-09-RW96. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)
45. 54-09-RW80. Formal A. Management hereby awards the Union \$425.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.
46. 54-09-RW79. Informal A. Management hereby awards the Union \$425.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.
47. 54-09-RW74. Informal A. Supervisor Theresa Hunt will treat all employees with dignity and respect.
48. 54-09-RW82. Informal A. Management hereby awards the Union \$425.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.
49. 54-09-RW81. Informal A. Management hereby awards the Union \$425.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.
50. 54-09-GAB12. Formal A. Management hereby awards the Union \$425.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.
51. 54-09-RW78. Informal A. Management hereby awards the Union \$425.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.
52. 54-09-RW68. Formal A. Grievant worked past the maximum allowable hours in a week (60 hours). Grievant is hereby paid an additional 50 percent for all hours worked past the maximum (60.98 hours).
53. 54-09-RW161A. Formal A. Henceforth, Shawn Edwards will comply with the Labor/Management minutes dated June 2, 2009. Any Shop Steward will clock on and immediately complete a Union time request

sheet and present this to their supervisor who will sign it. The Shop Steward(s) will stay on Union time until they are completed with their duties. Management can terminate the Union time, but must call Lakhjit Dheman who will call Kenneth Lerch and a mutually agreeable time will be worked out consistent with the spirit and intent of good-faith bargaining.

54. 54-09-RW131. Informal A. The 1017-B entry (unauthorized overtime) for two (2) units is hereby deleted from the Grievant's 1017-B log.

55. 54-09-RW130. Informal A. The 1017-B entry (unauthorized overtime) for 81 units is hereby deleted from the Grievant's 1017-B log.

56. 54-09-RW106. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)

57. 54-09-RW105. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)

58. 54-09-RW104. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)

59. 54-09-RW97. Formal A. Grievant is hereby awarded a lump sum of \$17.50 due to management failing to provide the Grievant with his route adjustment (router assistance.)

60. 54-09-RW148. Formal A. The Grievant will be provided a 3996 upon request.

61. 54-09-RW85. Formal A. The Grievant will be provided a 3996 upon request.

62. 54-09-RW84. Formal A. The Grievant will be provided a 3996 upon request.

63. 54-09-RW174. Informal A. REMOVAL alleging that the Grievant backed up the vehicle without the seatbelt on and while talking on a cell phone is reduced to a 14 DAY PAPER SUSPENSION that will not be cited in any subsequent discipline unless the charge is for a safety infraction.

64. 54-09-RW173. Formal A. REMOVAL alleging that the Grievant extended their lunch by 28 minutes, failed to lock the vehicle and falsified MSP scan points is reduced to a Letter of Warning.
65. 54-09-RW248. Formal A. REMOVAL alleging that the Grievant falsified a 1260 (and therefore clockrings) is reduced to a Letter of Warning. Grievant agrees not to remove her time badge from the rack.
66. 54-09-RW236. Informal A. REMOVAL alleging numerous days of AWOL is reduced to a 14 DAY PAPER SUSPENSION that will not be cited in any subsequent discipline unless the Grievant misses work due to being incarcerated.
67. 54-09-RW172. Formal A. 14 DAY SUSPENSION alleging a preventable vehicle accident is reduced to a Letter of Warning and further reduced from two years to one year in OPF.
68. 54-09-RW177. Informal A. 14 DAY SUSPENSION alleging a failure to carry a bump is rescinded.
69. 54-09-RW176. Informal A. 14 DAY SUSPENSION alleging that the Grievant took lunch at a time other than the time listed on the 1564-A and scanning MSP's out of order is reduced to a discussion.
70. 54-09-RW199. Informal A. 7 DAY SUSPENSION alleging 8 hours of AWOL is reduced to a discussion.
71. 54-09-RW201. Informal A. 7 DAY SUSPENSION alleging that the Grievant missed 4 MSP scan points is reduced to a discussion.
72. 54-09-RW240. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
73. 54-09-RW238. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
74. 54-09-RW237. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
75. 54-09-RW250. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
76. 54-09-RW253. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

77. 54-09-RW258. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
78. 54-09-RW235. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
79. 54-09-RW239. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
80. 54-09-RW246. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
81. 54-09-RW231. Formal A. Letter of Warning alleging a failure to deliver an express mail piece (1:27pm) is reduced to 2 months and 18 days in OPF.
82. 54-09-RW193. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
83. 54-09-RW171. Informal A. Letter of Warning alleging that the Grievant was loud and rude to the supervisor is reduced to a discussion.
84. 54-09-RW212. Informal A. Letter of Warning alleging that the Grievant had 2.93 hours of mail to case and used 4.30 hours is rescinded.
85. 54-09-RW221. Informal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.
86. 54-09-RW222. Informal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.
87. 54-09-RW223. Informal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.
88. 54-09-RW224. Informal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.
89. 54-09-RW198. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
90. 54-09-RW197. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
91. 54-09-RW194. Formal A. Letter of Warning alleging poor attendance is reduced to 3 months in OPF.
92. 54-09-RW214. Informal A. Letter of Warning alleging poor attendance

is reduced to a discussion.

93. 54-09-RW215. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

94. 54-09-RW219. Informal A. Letter of Warning alleging that the Grievant did not call back until 5:00pm and took 86 units to deliver 29 deliveries while another Carrier delivered 26 deliveries on your route and only took him 51 units is rescinded.

95. 54-09-RW196. Informal A. Letter of Warning for running out of gas is reduced to a discussion.

96. 54-09-RW181. Informal A. Letter of Warning alleging that the Grievant was given 1.75 hours worth of mail to carry and it took 2.11 hours to carry it is reduced to a discussion.

97. 54-09-RW178. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

98. 54-09-RW179. Informal A. Letter of Warning alleging a missed MSP scan point is rescinded.

99. 54-09-RW180. Informal A. Letter of Warning alleging a missed MSP scan point is reduced to a discussion.

100. 54-09-RW192. Informal A. Letter of Warning for leaving a parcel attached to the mail receptacle on a mounted route subjecting the parcel to the weather is reduced to 6 months in OPF. You must knock on the door and leave a notice if no one is home.

101. 54-09-RW175. Informal A. Letter of Warning alleging that the Grievant had 2.30 hours of mail to case and used 4.55 hours is reduced to a discussion.

102. 54-09-RW225. STEP B. Letter of Warning alleging that the Grievant was given 2.25 hours worth of mail to carry and it took 4.75 hours to carry it is rescinded.

103. 54-09-RW228. Informal . ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Ten NON-ODL'S are hereby awarded an additional 250 percent for a total of 4.80 hours and ten ODL's are hereby awarded a total of 4.80 hours of penalty pay.

104. 54-09-RW208. Formal . ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). 2 NON-ODL'S are hereby awarded an additional 250 percent for a total of 3.36 hours and 5 ODL's are hereby awarded a total of 3.36 hours of overtime.

105. 54-09-RW66. STEP B. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). 7 NON-ODL'S are hereby awarded an additional 250 percent for a total of 6.18 hours and 9 ODL's are hereby awarded a total of 6.18 hours of overtime and penalty pay as applicable.

106. 54-09-RW75. STEP B. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). 8 NON-ODL'S are hereby awarded an additional 250 percent for a total of 4.57 hours and 9 ODL's are hereby awarded a total of 4.57 hours of overtime and penalty pay as applicable.

107. 54-09-RW183. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 77 units and an ODL is hereby awarded 77 units of overtime.

108. 54-09-RW207. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 25 units and an ODL is hereby awarded 25 units of overtime.

109. 54-09-RW263. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 19 units and an ODL is hereby awarded 19 units of overtime.

110. 54-09-RW182. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 42 units and an ODL is hereby awarded 42 units of overtime.

111. 54-09-RW245. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article

34 of the National Agreement. This states: A fair days work for a fair days pay.

112. 54-09-RW244. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

113. 54-09-RW243. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

114. 54-09-RW247. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

115. 54-09-RW242. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

116. 54-09-RW251. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

117. 54-09-RW226. Informal A. Management will remove the PS form 4584 "Observation of Driving Practices" completed on the Grievant from all files.

118. 54-09-RW229. Informal A. Henceforth, Sharon Maclin will maintain professionalism and will treat the Grievant with dignity and respect.

119. 54-09-RW230. Informal A. Henceforth, Shawn Edwards will maintain professionalism and will treat the Grievant with dignity and respect.

120. 54-09-RW234. Informal A. The 1017-B entry (unauthorized overtime) for 41 units is hereby deleted from the Grievant's 1017-B log.

121. 54-09-RW269. Informal A. Grievant is hereby paid 8 hours on his designated holiday due to a holiday pecking order violation.

122. 54-09-RW217. Informal A. Henceforth, Shawn Edwards will stop harassing the Grievant and will treat the Grievant with dignity and respect.

123. 54-09-RW227. Informal 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. Shawn Edwards 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.**

124. 54-09-RW264. Formal A. Henceforth, Shawn Edwards will cease and desist the unsafe practice of driving along side the Grievant while performing street observation. Shawn Edwards will treat the Grievant with dignity and respect and refrain from yelling instructions at the Grievant while the Grievant is trying to deliver mail.

125. 54-09-RW256. 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. Shawn Edwards 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.**

126. 54-09-RW255. 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. Shawn Edwards 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.**

**127. 54-09-RW254. 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. Shawn Edwards 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.**

**128. 54-09-RW257. 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. Shawn Edwards 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.**

**129. 54-09-RW241. Formal A. Management will not tell a Carrier to falsify and manually input delivery time of express mail.**

**130. 54-09-RW252. 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. Shawn Edwards 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.**

**131. 54-09-RW259. Formal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.**

**132. 54-09-RW262. 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. Shawn Edwards**

**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.**

133. 54-09-RW184. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

134. 54-09-RW185. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

135. 54-09-RW186. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

136. 54-09-RW187. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

137. 54-09-RW188. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

138. 54-09-RW189. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

139. 54-09-RW191. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

140. 54-09-RW190. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

141. 54-09-RW200. Informal A. Henceforth, management will provide the Grievant a leave slip (3971) within a reasonable amount of time.

142. 54-09-RW202. Informal A. 3996's will be completed as stipulated in the March 1, 1998 edition of the M-41 handbook Section 28 (a through m.) Management will cease and desist from writing comments on the 3996's.

143. 54-09-RW203. Informal A. Any Shop Steward will clock on and immediately complete a Union time request sheet and present this to their supervisor who will sign it. The Shop Steward(s) will stay on Union time until they are completed with their duties. Management can terminate the Union time, but must call Lakhjit Dhemman who will call Kenneth Lerch and a mutually agreeable time will be worked out consistent with the spirit and intent of good-faith bargaining.

144. 54-09-RW205. Informal A. Supervisor Shawn Edwards will treat all employees with dignity and respect.

144. 54-09-RW204. Informal A. Supervisor Shawn Edwards will treat all employees with dignity and respect.

145. 54-09-RW206. Informal A. Grievant will not be treated disparately concerning the casing of sequenced mail.

146. 54-09-RW209. Informal A. Grievant is hereby paid 4 hours of guaranteed time.

147. 54-09-RW210. Informal A. Grievant is hereby paid 4 hours of guaranteed time.

148. 54-09-RW211. Informal A. The opt sheet will be posted on Friday by 10:00 am and removed after 10:00 am on Tuesday. The week of a holiday, the opt sheet will be posted by 10:00 am on Thursday and removed by 10:00 am on Monday. Opts will be accepted in writing prior to the posting of the opt sheet.

149. 54-09-RW213. Informal A. The opt sheet will be posted on Friday by 10:00 am and removed after 10:00 am on Tuesday. The week of a holiday, the opt sheet will be posted by 10:00 am on Thursday and removed by 10:00 am on Monday. Opts will be accepted in writing prior to the posting of the opt sheet.

150. 54-09-RW218. Informal A. 3996's will be completed as stipulated in the March 1, 1998 edition of the M-41 handbook Section 28 (a through m.) Management will cease and desist from writing comments on the 3996's.

151. 54-09-RW170. Formal A. Grievant is hereby awarded 7 hours of overtime due to inequitable distribution of overtime.

152. 54-09-RW261. Formal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

153. 54-09-RW249. Formal A. Carriers will complete a PS Form 1260 for missed clockrings for a begin tour or end tour. Management will provide the employee with a copy of the live clockrings.

154. 54-09-RW267. Informal A. Henceforth, management will provide 3996's to Carriers who cannot complete their assignment in the authorized time solely due to providing assistance to another route. Example; If a Carrier has 8 hours work on their own assignment and is carrying one hour on another assignment, a 3996 will be provided upon request.

155. 54-09-RW266. Informal A. Supervisor Shawn Edwards will cease and desist writing in the Formal A section of PS form 8190 concerning Informal A meetings.

156. 54-09-RW265. Informal A. Supervisor Shawn Edwards will cease and desist writing in the Formal A section of PS form 8190 concerning Informal A meetings.

157. 54-09-RW260. Formal A. The following Carriers are hereby awarded 21 hours, 25 hours and 11 hours of overtime due to inequitable distribution of overtime.