

# GERMANTOWN

1. 74-06-AC91. Informal A. Management will pay the Grievant one hour at the straight time rate due to an administrative pay adjustment problem.
2. 74-06-AC58. Step B. Management did not violate Article 5 (past practice) when management discontinued a 15 year past practice of being allowed to get a coffee or soda outside the official 10 minute office break. (Come on Tonya!- Tonya Detrick is the Union advocate at Step B.)
3. 74-06-AC55. Step B. Class Action. Management took the position that one discussion for Unsatisfactory Work Performance is good for the Carrier's career and that management could move to the next level of discipline (Letter of Warnings). Resolved; Management will cease and desist the practice of considering an "Official Discussion" for one specific Time Wasting Practice as applicable for all other Time Wasting Practices.
4. 74-06-AC52. Step B. Class Action. Management will cease and desist the practice of not allowing Carriers their pm office work. Management was instructing Carriers to put the mail on the ledge and clock off.
5. 74-06-AC50. Step B. Class Action. Management will cease and desist the practice of not allowing the Carriers to collate "hold mail" returned from the street with existing "hold mail" bundles.
6. 74-06-AC57. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.
7. 74-06-AC56. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.
8. 74-06-AC84. Formal A. Management worked NON-ODL's over 10 hours on their regularly scheduled days and worked NON-ODL's over 8 hours on their N/S days. Management will cease and desist violating Article 8 Section 5F of the National Agreement.
9. 74-06-AC90. Informal A. Henceforth, management will only deduct the amount of leave that the Carrier requests.

10. 74-06-AC83. Formal A. Employees may hug and kiss as long as said behavior is done in a reciprocal, friendly manner so as to not be offensive in nature.
11. 74-06-AC89. Formal A. Management will cease and desist working PTF's beyond the 11 and one half hour daily maximum.
12. 74-06-TAP26. Formal A. Management will change the six days of LWOP to six days of paid EAL.
13. 74-06-AC53. Step B. Management did not violate a 15 year past practice when management told a Carrier they could not have a coffee or soda at their case even if they got the soda before work or on their break. Management contended that this is a time wasting practice and must obey the orders of management. The Step B team agreed. (The Union advocate was Tonya Detrick. I wonder if Tonya had a soda at her desk while typing up this disgusting Step B decision!)
14. 74-06-TAP7. Formal A. Management will implement an excel spreadsheet to better track the overtime for the quarterly overtime tracking sheet.
15. 74-06-AC92. Informal A. Management will cease and desist violating employees Weingarten Rights by trying to restrict the role of the Union Steward during management interrogations.
16. 74-06-AC62. Informal A. Management will comply with the call back policy when Carriers cannot complete their assignments in the allotted time. Management will instruct the Carrier to carry the mail or bring back the mail.
17. 74-06-AC18. Step B. Management did not convert the Grievant to regular in a timely manner. Management will convert the Grievant to full time regular status retroactively to 9-3-05.
18. 74-06-AC20. Step B. Management did not convert the Grievant to regular in a timely manner. Management will convert the Grievant to full time regular status retroactively to 11-12-05.
19. 74-06-AC14. Step B. 12 hours of penalty pay will be paid to the ODL's cited in the grievance due to casual clerks casing and delivering mail.
20. 74-06-AC96. Informal A. Grievant had two days of annual leave changed to sick leave. Management retaliated by saying the leave would be designated as unscheduled sick leave. We withdrew the grievance when management changed the leave to scheduled leave.
21. 74-06-TAP36. Formal A. MANAGEMENT WILL PAY 17 HOURS OF OVERTIME TO ODL'S DUE TO MANAGEMENT WORKING CASUAL CLERKS IN OUR CRAFT!

22. 74-06-TAP35. Formal A. MANAGEMENT WILL PAY 24 HOURS OF OVERTIME TO ODL'S DUE TO MANAGEMENT WORKING CASUAL CLERKS IN OUR CRAFT!
23. 74-06-TAP39. Formal A. MANAGEMENT WILL PAY 11 HOURS OF OVERTIME TO ODL'S DUE TO MANAGEMENT WORKING CASUAL CLERKS IN OUR CRAFT!
24. 74-06-AC93. Formal A. Letter of Warning alleging unauthorized overtime is rescinded. (The Grievant called back and told management that he could not complete the assignment in the allotted time and management told the Grievant to deliver the mail. This authorizes the overtime!)
25. 74-06-AC94. Formal A. All of the leave used by the Grievant is hereby changed to protected FMLA.
26. 74-06-AC95. Informal A. Letter of Warning alleging unauthorized overtime is rescinded. (The Grievant called back and told management that he could not complete the assignment in the allotted time and management told the Grievant to deliver the mail. This authorizes the overtime!)
27. 74-06-AC98. Informal A. Management will not tell Letter Carriers that they are not allowed to go through their curtailed mail to check for dated mail.
28. 74-06-AC101. Informal A. 14 DAY SUSPENSION alleging an expansion of street time is rescinded. (Note\* The Grievant called back and told management that he could not complete the assignment in the allotted time and management told the Grievant to deliver the mail. This authorizes the overtime!)
29. 74-06-AC102. Informal A. Letter of Warning alleging a failure to follow instructions is rescinded. (Carrier was told to go back out for additional street duties and the Grievant informed management that they had already clocked out. The Grievant did not refuse to go back out for additional street duties.)
30. 74-06-AC104. Informal A. Grievant is hereby paid an additional 20 minutes of overtime because management refused to allow the Grievant to complete her pm office duties.
31. 74-06-TAP42. Formal A. Management will provide a copy of the Grievant's 3996 upon request.
32. 74-06-AC99. Formal A. Management will treat all employees fairly and equitably by giving a Service Talk quoting the M-41 handbook "Attend quietly and diligently to work and refrain from loud talking and the use of profane language".
33. 74-06-AC103. Formal A. As soon as the Grievant came through the Post Office doors after delivering mail the supervisor yelled at

him "Go, go, get off the clock". Resolved; Management will treat all employees with dignity and respect.