

TWINBROOK

1. 53-2006-MS65. Informal A. The following Full-time Carriers are hereby paid an additional 50% for all hours worked over 12 for the day. 12.59 hours, 12.34 hours, 12.17 hours and 12.02 hours.
2. 53-2006-MS58. Formal A. Any leave coded as FMLA during the two and a half month period will not count against the Grievant's 12 week FMLA limit because management failed to notify the Grievant within 2 business days of how the absences were to be recorded.
3. 53-2006-MS60. Formal A. The Letter of Warning for failing to carry a business bump prior to carrying the Grievant's own route is rescinded.
4. 53-2006-MS61. Formal A. Management will pay NALC Branch 3825 \$100.00 which will be donated to the charity of our choice due to a violation of Article 8 section 8B.
5. 53-2006-MS2. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.
6. 53-20851-MS66. Informal A. The Grievant's leave will be changed to reflect FMLA protected leave.
7. 53-2006-MS14. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.
8. 53-2006-MS30. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.
9. 53-2006-MS22. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.
10. 53-2005-MS59. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be

converted to FMLA protected leave.

11. 51-2006-MS37. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

12. 53-2005-MS42. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

13. 53-2005-MS27. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

14. 53-2006-MS64. Formal A. Letter of Warning for an at fault vehicle accident is reduced to 3 months and 17 days in OPF.

15. 53-2006-MS43. Step B. Letter of Warning alleging poor attendance is reduced to 6 months in OPF.

16. 53-2006-MS67-A. Step B. 14 DAY SUSPENSION alleging three days of AWOL is hereby reduced to a Letter of Warning.

17. 53-2006-MS35. Step B. Management will post for bid a router position due to the fact that the District adjusted routes via office assistance that added up to 8 hours.

18. 53-2006-MS21. Step B. Management was adding language to Section 436.42e of the ELM in their REMOVAL NOTICES in an effort to make it more burdensome for our members to get back pay. Resolved; Management is directed to cease and desist adding this language and is directed to provide this decision to all stations in Rockville.

19. 53-2006-MS71. Formal A. Management, specifically the District's FMLA Coordinator, violated the National Agreement. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA coordinator.

20. 51-2006-MS67. Formal A. Management, specifically the District's FMLA Coordinator, violated the National Agreement. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This

grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA coordinator.

21. 53-2006-MS74. Informal A. Letter of Warning alleging an express mail failure (not delivered by 12 noon) is rescinded.

22. 53-2006-MS72. Formal A. The Grievant will be treated with dignity and respect when he calls back to notify management that he cannot complete his assignment in the allotted time. The Grievant will be told to deliver the mail or bring it back. Management will refrain from performance related questions or comments during these types of call-backs.