

DIAMOND FARMS

1. 78-08-CFC17. ARBITRATION. Super important decision! Due to unacceptable behavior by the supervisor, the grievance is sustained. The Postal Service will reassign Mr. Aldana to a supervisor's position at another Post Office or any other position at another Post Office as it deems appropriate. Within three months of this decision, supervisor Aldana shall receive sensitivity training-training geared to learning how to proactively avoid words and actions that can be perceived as disrespectful or intimidating by others as well as training to only reflect the positions of the USPS and not his own personal positions or views, especially with regard to overtime. (Great work to all the Shop Stewards involved and to our advocate, Del Wilson!)
2. 78-07-HM03. Informal A. The 8 hours of annual leave is hereby changed to 8 hours of Administrative Leave.
3. 78-07-HM18. Informal A. The leave to attend the Union training session is hereby approved.
4. 78-07-HM17. Informal A. The leave to attend the Congressional Breakfast is hereby approved.
5. 78-08-HM60. Formal A. Management will treat the Grievant with dignity and respect.
6. 78-08-HM115. Formal A. The Grievant's request for two weeks of annual leave is hereby approved.
7. 78-07-HM147A. Informal A. The week of annual leave is hereby approved because management failed to return the leave slip timely.
8. 78-07-HM06. Informal A. The ODL is awarded one hour of overtime due to an Article 8 violation.
9. 78-07-HM08. Formal A. Grievant is hereby awarded 22 hours of out-of-schedule overtime.
10. 78-07-HM19. Informal A. The leave to attend the State Convention is hereby approved.
11. 78-08-HM22. Formal A. 14 DAY SUSPENSION for leaving the satchel at the apartment boxes while delivering a parcel downstairs is rescinded.

12. 78-08-HM41. Formal A. Letter of Warning alleging that the Grievant scanned 16 pieces of express mail at 11:00am is rescinded.
13. 78-08-HM15. Formal A. Letter of Warning alleging a misdelivery is rescinded.
14. 78-08-HM12. Formal A. Letter of Warning alleging a refusal to sign a late slip (PS 3971) immediately is rescinded.
15. Formal A. This is ten grievances rolled into one grievance settlement. Management violated Article 8 Section 5G (overtime rules). The 9 NON-ODL's are hereby awarded an additional 75 percent for a total of 20.50 hours and 13 ODL's are awarded a total of 20.50 hours of overtime.
16. 78-08-HM20A. Formal A. The 6.50 hours of AWOL is hereby changed to 6.50 hours of LWOP.
17. 78-08-HM20. Formal A. The 1.50 hours of AWOL is hereby changed to 1.50 hours of LWOP.
18. 78-08-HM14. Formal A. The 1.10 hours of AWOL is hereby changed to 1.10 hours of LWOP.
19. 78-08-HM86. Formal A. From this point forward, management will provide the information requested for article 8 grievances.
20. 78-08-HM84. Formal A. From this point forward, the Grievant and the steward will be able to meet within the tour of duty.
21. 78-08-HM85. Formal A. From this point forward, the steward will be able to write the grievance on the clock.
22. 78-08-HM49. Formal A. From this point forward, the steward will be provided time on the clock to investigate grievances and conduct interviews.
23. 78-08-HM63. Formal A. From this point forward, the Work Assignment Carrier will be allowed to work the overtime on their assignment.
24. 78-08-HM21. Formal A. The 5.00 hours of AWOL is hereby changed to 5.00 hours of LWOP.
25. 78-08-HM10. Formal A. Letter of Warning alleging a misdelivery is rescinded.
26. 78-08-HM09. Formal A. Letter of Warning alleging poor attendance is rescinded.
27. 78-08-HM87. Formal A. The 8.00 hours of AWOL is hereby changed to 8.00 hours of LWOP.
28. 78-08-HM77. Formal A. The 3.25 hours of AWOL is hereby changed to 3.25 hours of LWOP.
29. 78-08-HM76. Formal A. From this point forward, the Grievant

will receive a 3996 upon request.

30. 78-08-HM67. Formal A. The 8.00 hours of AWOL is hereby changed to 8.00 hours of LWOP.

31. 78-08-HM59. Formal A. The 1.31 hours of AWOL is hereby changed to 1.31 hours of LWOP.

32. 78-08-HM30A. Formal A. The 24.00 hours of AWOL is hereby changed to 24.00 hours of LWOP.

33. 78-08-HM27. Formal A. The 96.00 hours of AWOL is hereby changed to 96.00 hours of LWOP.

34. 78-08-HM11. Formal A. Letter of Warning alleging poor attendance is rescinded.

35. 78-08-HM200. PRE-ARBITRATION. REMOVAL alleging unacceptable conduct is reduced to a Last Chance Settlement with no back pay.

36. 78-08-HM202. PRE-ARBITRATION. Management took the position that they could not accept a request made by the Shop Steward (to the immediate supervisor) to interview an OIG agent. Resolved; Henceforth, Shop Stewards will notify their immediate supervisor of the need to interview an OIG agent and the supervisor will coordinate the interview of the OIG agent as expeditiously as possible.

37. 78-08-HM104. Formal A. 7 DAY SUSPENSION alleging repeated, very loud talking in the office is reduced to a Letter of Warning and further reduced to six months in OPF.

38. 78-08-HM126. Formal A. Henceforth, the Postal Service will make available to the Union/Shop Steward all relevant information necessary for collective bargaining or the enforcement, administration or interpretation in accordance with Article 17 Section 3 of the National Agreement. Such request shall not be unreasonably denied.

39. 78-08-HM124. Formal A. Henceforth, the Postal Service will make available to the Union/Shop Steward all relevant information necessary for collective bargaining or the enforcement, administration or interpretation in accordance with Article 17 Section 3 of the National Agreement. Such request shall not be unreasonably denied.

40. 78-08-HM114. Formal A. Henceforth, the Postal Service will make available to the Union/Shop Steward all relevant information necessary for collective bargaining or the enforcement, administration or interpretation in accordance with Article 17 Section 3 of the National Agreement. Such request shall not be

unreasonably denied.

41. 78-08-HM111. Formal A. Henceforth, the Postal Service will make available to the Union/Shop Steward all relevant information necessary for collective bargaining or the enforcement, administration or interpretation in accordance with Article 17 Section 3 of the National Agreement. Such request shall not be unreasonably denied.

42. 78-08-HM110. Formal A. Henceforth, the Postal Service will make available to the Union/Shop Steward all relevant information necessary for collective bargaining or the enforcement, administration or interpretation in accordance with Article 17 Section 3 of the National Agreement. Such request shall not be unreasonably denied.

43. 78-08-HM108. Formal A. Henceforth, the Postal Service will make available to the Union/Shop Steward all relevant information necessary for collective bargaining or the enforcement, administration or interpretation in accordance with Article 17 Section 3 of the National Agreement. Such request shall not be unreasonably denied.

44. 78-08-HM105. Formal A. Henceforth, the Postal Service will make available to the Union/Shop Steward all relevant information necessary for collective bargaining or the enforcement, administration or interpretation in accordance with Article 17 Section 3 of the National Agreement. Such request shall not be unreasonably denied.

45. 78-08-HM103. Formal A. Henceforth, the Postal Service will make available to the Union/Shop Steward all relevant information necessary for collective bargaining or the enforcement, administration or interpretation in accordance with Article 17 Section 3 of the National Agreement. Such request shall not be unreasonably denied.

46. 78-08-HM101. Formal A. Henceforth, the Postal Service will make available to the Union/Shop Steward all relevant information necessary for collective bargaining or the enforcement, administration or interpretation in accordance with Article 17 Section 3 of the National Agreement. Such request shall not be unreasonably denied.

47. 78-08-CFC25. Formal A. Management will cease and desist from instructing Carriers to drop their trays and clock off in the pm. Section 441 of the M-41 handbook will be complied with. Carriers

will be given the opportunity to clear their accountable mail, separate missorts, missents and all undeliverable mail, place empty equipment in the designated area and take their wash-up time as specified in the LMU.

48. 78-08-CFC23. Formal A. Management will cease and desist from instructing Carriers to drop their trays and clock off in the pm. Section 441 of the M-41 handbook will be complied with. Carriers will be given the opportunity to clear their accountable mail, separate missorts, missents and all undeliverable mail, place empty equipment in the designated area and take their wash-up time as specified in the LMU.

49. 78-09-MA01. Formal A. Management will cease and desist from instructing Carriers to drop their trays and clock off in the pm. Section 441 of the M-41 handbook will be complied with. Carriers will be given the opportunity to clear their accountable mail, separate missorts, missents and all undeliverable mail, place empty equipment in the designated area and take their wash-up time as specified in the LMU.

50. 78-08-CFC13. Formal A. Letter of Warning alleging unauthorized overtime is reduced to 3 months in OPF.

51. 78-07-CFC-06A. Formal A. Letter of Warning alleging tardiness is reduced to 3 months in OPF.

52. 78-07-CFC-06. Formal A. Letter of Warning alleging tardiness is reduced to 3 months in OPF.

53. 78-08-HM139. Formal A. Letter of Warning for bringing mail back to the Station when the Grievant could not complete the assignment in the allotted time is rescinded.

54. 78-08-HM113. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.

55. 78-08-HM118. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime is rescinded.

56. 78-08-HM109. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.

57. 78-08-CFC14. Formal A. Letter of Warning for bringing mail back to the Station when the Grievant could not complete the assignment in the allotted time is rescinded.

58. 78-08-HM159. Formal A. Letter of Warning alleging 8 hours of AWOL is rescinded.

59. 78-09-HM01. Formal A. The supervisor hung up on the Grievant four times in the last month when the Grievant called back to

inform management that he could not complete the assignment in the allotted time. The supervisor also got right up in the Grievant's face on the dock challenging the Grievant's late return to the office. The Grievant said "don't hit me" and the supervisor said "shut up, if I wanted to hit you I would kick your ass." Resolved; The parties will revisit this issue within 4 weeks to assure no other incidents have occurred. Should another incident arise, the Intervention Team at the District will conduct a full and complete investigation.

60. 78-08-HM125. Formal A. Henceforth, management will meet at Informal A of the grievance procedure.

61. 78-08-HM123. Formal A. Henceforth, management will meet at Informal A of the grievance procedure.

62. 78-08-CFC12. Formal A. Letter of Warning alleging a failure to call back to the Post Office when the Grievant realized that he could not complete the assignment in the allotted time is reduced to a discussion.

63. 78-07-HM02. Informal A. Grievant is awarded 16 hours of annual leave to be used at her discretion.

64. 78-08-CFC19. Formal A. Letter of Warning alleging a Delivery Confirmation piece scanned as delivered instead of attempted is reduced to a discussion.

65. 78-08-CFC10. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

66. 78-08-CFC21. Formal A. Letter of Warning alleging a Delivery Confirmation piece scanned improperly is reduced to a discussion.

67. 78-08-CFC20. Formal A. Letter of Warning alleging a failure to deliver express mail by 12 noon (12:13pm) is reduced to a discussion.

68. 78-08-HM104. Formal A. Letter of Warning alleging a failure to report an injury immediately is reduced to a discussion.

69. 78-07-HM159. Formal A. 7 DAY SUSPENSION alleging 8 hours of AWOL is rescinded and the 8 hours of AWOL is changed to 8 hours of LWOP.

70. 78-09-MA03. Formal A. Letter of Warning alleging that the Grievant failed to scan the express mail piece as "arrived to the unit" and failed to deliver the express mail by 12 noon (12:24pm) is rescinded.

