

SCRIBE ARTICLE FOR THE NOVEMBER 2007 POSTAL RECORD

At the Montgomery Village Post Office, Shop Steward Clay Baldwin won a grievance at Formal A for 232 hours of penalty pay due to management utilizing Rural Carriers to carry City Letter Carrier routes. Then Clay Baldwin won another grievance at Formal A for an additional 104 hours of penalty pay for the same infraction! Nice work Clay! I hope management will stop these violations and work the ODL's to carry City Letter Carrier territory.

We have reached escalating remedies for NON-ODL's forced to work overtime in violation of our contract in Gaithersburg, Germantown and Rockville due to repeat violations. I'm sure repetitive violations does not surprise anyone! In the city of Gaithersburg we have reached an additional 125 percent for the NON-ODL. In Germantown we have reached an additional 50 percent for the NON-ODL and in the city of Rockville we have reached an additional 175 percent for the NON-ODL. With these settlements and massive TE hiring underway, we should not see the NON-ODL's forced to work overtime!

Management has informed us that all documentation for FMLA must be sent directly to the two FMLA coordinators at the District office. We will be grieving this each time. It is obvious that the spirit and intent of the Family and Medical Leave Act is being violated by Capital District management.

Please visit our web site set up by Union Brother Chuck Clark at (WWW.NALC3825.COM). We have added important Step B and arbitration decisions and some contentions. You can also see routes for every Post Office in the country!

IN THE STRUGGLE,

Kenneth Lerch
President NALC 3825