

UNITY

Dare to Struggle, Dare to Win

2000 and 2002 National Award Winner for General Excellence



Branch 3825

Volume 30 #2, Summer, 2011

WE ARE ROCKVILLE, GERMANTOWN, GAITHERSBURG, GMF, & DAMASCUS

President's

Report



FSS adjustments have been implemented in many of our units and on 75 percent of our active members. I don't know of another branch that has been hit harder concerning FSS adjustments. The results have been devastating. We lost approximately 18 percent of our full time bid positions in these FSS adjustments. In a 90 day period, (January 22 through April 22, 2011) we lost 47 full time bid assignments (JOBS)! The routes are so long now that some Carriers are considering resignation. Once again, we have hundreds of Carriers out after 1800. Two sick calls can now throw the entire unit into a tizzy. If this isn't bad enough, management is now considering excessing Carriers out of our cities. Without the assistance being provided by these unassigned regulars, mail delivery would routinely be delivered after 9:00pm!! The breakdown of the FSS adjustments is as follows; We lost 8 bid jobs at Twinbrook, 7 bid jobs at Gaithersburg Main Office, 4 bid jobs at Derwood, 14 bid jobs at Potomac, 10 bid jobs at Rockville Main Office and 4 bid jobs at Germantown.

The 60 day reviews after the of FSS adjustments have been completed or will be within a few days for the first three units suffering FSS adjustments. There will be some territory changes and an auxiliary route in each of these units will be converted to a full time bid assignment. The 60 day reviews for Potomac, Germantown and the Rockville Main Office will end on June 22, 2011. Waiting time is being subtracted from the route times. Any casing of DPS or FSS is also being subtracted from the route times. This also artificially shortens your street time. So, it is conceivable that you could be working 11 hours with your route showing less than 8 hours!! Do not case the DPS. Do not case the

FSS. Anything you can work on street time will help get your route adjusted. If management instructs you to case DPS or FSS ask to see your Shop Steward. We can get these days eliminated from consideration from data review periods. If your route is overburdened, I suggest that you put in for a Special Route Inspection in late August so your route count will occur in September, historically a heavy mail month.

On March 18, 2011 the National parties signed off on another route adjustment process. This one is called JARAP 2011. You can find the entire agreement on our web site. If you want a hard copy, see your Shop Steward. Selected sites are as follows; Pike Annex (data review months were April/May 2011, Diamond Farms (data review months were March/April 2011 and part of Montgomery Village- 20886 (data review months were April/May 2011.)

I want to thank Shearly Shawn for the job she did as our Food Drive coordinator and all the Carriers for their extra efforts on this day to collect food for the underprivileged. Our branch collected 28,239 pounds of food. However, we did not collect nearly as much for the Food Drive as in the past. In some offices, not only did management fail to support the Food Drive, management sabotaged it! At the Rockville Main Office, Carriers were threatened with discipline if they requested time to deliver the Food Drive cards. Rockville Main Office management said, "It's the NALC Food Drive, not USPS NALC Food Drive. Therefore, you will get no cooperation from management!!!!" On the day of the Food Drive, the Rockville Main Office Carriers were threatened with discipline if they were to call back asking for more time because of the collection of food. Faced with all this harassment, many Carriers chose not to participate. Who could blame them? I hope our National Union president, Fred Rolando, takes this up L'Enfant Plaza and appropriate action taken. After all, the USPS gets millions of dollars of free and positive news coverage all across the United States on our Food Drive day. Where management cooperated with the Food Drive, much more food was collected. I want to thank the supervisors and managers that showed joint cooperation.

The branch picnic will be on July 31 at Bohrer Park in Gaithersburg, Maryland. Kevin Abernathy is our picnic

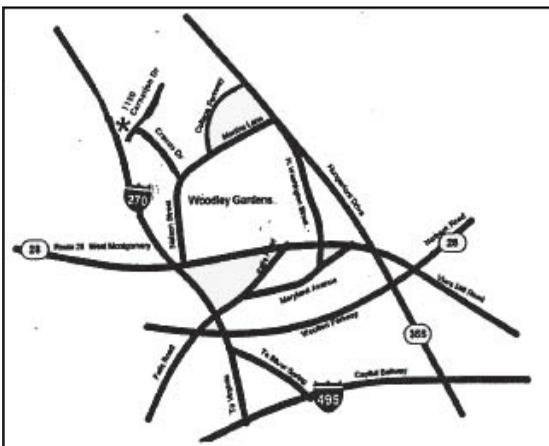
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Unity is the official newsletter of NALC Branch 3825. The purpose of this newsletter is to inform and educate our members, as well as provide a forum to exchange ideas and concerns. No responsible articles or editorial will be refused. Articles in *Unity* do not necessarily reflect the views of the editor or of this

Directions to the Union Meeting

Rockville Senior Center
 1150 Carnation Drive
 Rockville, MD 20850



495 to 270N exit Rt.28 (W.Montgomery Ave) go straight thru the light at top of ramp - you're now on Nelson. Turn left at stop sign at Crocus Dr. At the end of the road turn left on Carnation - proceed to Senior Center

coordinator once again. Kevin always does a terrific job and we have already had two picnic committee meetings with much discussion. We have budgeted \$9,000.00 for this picnic so come hungry. This year promises another fantastic picnic.

I want to congratulate our Vice President, Chuck Clark, for being selected by our NBA, Tim Dowdy, as the Union COR tech for the Capital District concerning JARAP 2011. No one knows the intricacies of COR and the JARAP process like Chuck Clark. He will do a fantastic job.

Congratulations to Jim Rademacher on receiving the 70 year NALC pin on May 13 at NALC headquarters. Jim was our national Union president from 1968 through 1977 and served our Union during the great Postal Strike of 1970. For those of you fortunate to hear him speak, you know that Jim is still a dynamic speaker. We truly appreciate all his hard work and dedication to the NALC and making the lives of Letter Carriers better.

Please visit our web site set up by Union Brother Chuck Clark at (WWW.NALC3825.COM). We have added important Step B decisions, Formal A settlements as well as arbitration decisions and some contentions. You can see how much money each supervisor in the nation makes. You can also see the number of stops on each route, and detailed colored maps for every route in the country!

IN THE STRUGGLE,

Kenneth Lerch
 President NALC 3825

*Vice
President's
Report*



Comprehending COR

Carrier Optimal Routing or COR is now virtually the exclusive method for adjusting routes in the Postal Service. So what is COR? How does it work? Does it work?

COR is a computer program that operates with DATA from DOIS to create routes based on “efficient” route layout. The program uses its mapping ability, verified speed limits that should be set 10-15 miles below the posted average, cased and DPS volumes, JARAP evaluated office and street times or base times and information from Form 3999 (one day route walk) to configure routes that it determines are the most economical means of delivering routes in a zone. The program generates what is called a “solution” for a zip code area. This proposed solution is a reconfiguration of the routes within a zone.

The newly “optimized” zip code area can then be manually modified by the technician and JARAP district evaluation and adjustment team (DEAT) to create routes that are efficient and that comply with all handbooks and JARAP agreements. This optimization takes the form of modified travel patterns and reduced park points and relays that are based on “parameters” entered in the program by the DEAT and technician. These parameters include the weight to assign the satchel and whether this weight will include a full coverage of sequenced mail.

COR has a programmed average weight per delivery that is assigned for each sequenced flat piece of mail. The DPS volume for each route has been input into the program from an average DPS end-of-run report. The average cased volume for each route has been entered into COR. The total deliverable mail for each delivery is then computed by COR based on the DPS letters

received for each address as well as the corresponding percentage of cased mail and whether the full coverage of sequenced mail option has been chosen. COR then creates relays based on this combined weight and the maximum weight per relay or satchel weight, that was input into COR by the DEAT and technician.

This is a major area of the program where COR reduces route and entire zone time by reducing the number of relays and the amount of relay time and park points within the zone. A route that previously had fourteen relays with an average 2 minutes per relay of relay time may be reduced to 6 relays. The 2 minutes of relay time for those eight “optimized” relays is now sixteen minutes that COR has removed from that route. Multiple this “savings” by the number of park and loop routes and you can see that COR can have a tremendous impact on reducing route and zone time.

Another way that COR “optimizes” a zone is by generating new lines of travel for a route. COR uses its mapping ability, the location of relays and the speed limits that were assigned when the zone was prepared and creates new “lines of travel” for all the routes in the zip code.

When a route has a 3999 done there is usually time recorded as “travel within.” This is time the carrier uses to travel from one area to another area on their route without delivery for one minute or longer and when the carrier moves from one park point to another on a park & loop route. Travel within time must not be recorded on the 3999 when a carrier travels to a lunch or comfort location or it will be eliminated by COR. This type of travel is part of the lunch and “personal” time.

In many cases travel within time is entered incorrectly on a form 3999. I have seen it entered when the carrier moves from one curbside box to another and from one NDCBU to another. This time must not be recorded as “travel within” on the 3999. It should be recorded as service/delivery time. If it is recorded as travel within, it must be edited into service time by the COR technician or DEAT before the 3999 is used by COR or it will be lost.

Again, COR uses its mapping ability to assign new travel within time for a route. This new travel within has to be validated. Any change to the “travel to the route” and “travel from the route” time from the 3999 has to be validated. All of this time, on every route, is

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COLCPE Protects Our Rights, Too

-Michael Hotovy



People that know me are quite aware that I am a bit of an anomaly politically. I am a conservative right winger and agree with the Tea Party on a topic or two. Yet I am an active member of the NALC, strongly support the concepts of collective bargaining and worker's rights (to choose to collectively bargain is a free market decision too) and a COLCPE contributor. You may wonder why, so let me give you a peek at how I look at the Postal Service's current problems. As I see it, the two major challenges to letter carriers and the NALC are the size of our national debt and declining mail volume from a private sector mired in a deep recession.

Government plays a part, both good and bad, in both of these problems. Our national debt now hovers near \$14 trillion. Our current annual national budget stands at \$3.7 trillion annually, yet, as a nation, we collect only \$2.0 trillion in tax revenues. The remainder of the money is borrowed from foreign investors, or printed – a move that devalues the currency and drives up inflation (just check food, gas, utilities prices). A serious discussion is now happening at the national level regarding how much government we can afford and how to fund it.

How does that affect us? Simple. Right now, the government is desperate for money to keep the national ship afloat. When the Postal Service and NALC go to Capital Hill to ask for financial relief from overpayment into the pre-funding of retirees, know that any relief granted is a loss on the federal balance sheet at a time when virtually no losses can be tolerated. The reality is that Congress has needed to tap the finances of the Postal Service for decades, so, should any relief be offered, expect it to come with a high price tag.

That is why Sen. Tom Carper's (Democrat-DE) new version of the Postal Operations Sustainment and Transformation Act mirrors Republican proposals that would fairly resolve the pension and retiree health pre-funding burdens that have damaged the Postal Service's finances in recent years - but – include the elimination of six-day delivery and the addition of pro-management changes to the law governing collective bargaining disputes. Understandably, these are simply anti-worker provisions the NALC cannot support. But let's not kid ourselves, it is proposed legislation that has support from both political parties.

To pile on to our problems, we also face declining mail volume. While I do acknowledge the impact of new technology on

volume, I am of the opinion that much of the financial pressure we are currently enduring will lift when the economy recovers – and it will. For as all conservatives know, there are always people out there that want to make money, and letter carriers still play a major role in our nation's commerce. The fact remains that the Postal Service is a vital cog in disseminating the business message and fulfillment of sales. In a healthy economy, we will prosper.

Now, it is certainly not my intention in this article to start a political fight and argue the proper size and role of government in the private sector, but I am certainly advocating that we all do our due diligence in researching our political candidates and support those that not only support our positions as union members, but also have the business acumen to return the private sector to health. Face it, even the government doesn't use the Postal Service much anymore (direct deposit, e-filing of taxes, web access to manage nearly all government related accounts, etc.). Our future survival is tied to the health of the private sector.

In the end, I was inspired to write this column by a question from a fellow conservative: "Why do you give to COLCPE when much of the money you donate often goes to candidates and political parties you don't support?" It's a valid question and one that deserves an answer. I give to COLCPE not because it supports candidates, but because it supports the issues vital to my job, my co-workers, my union and my employer. And in times as serious as these, I am encouraged to see quotes from President Rolando and the NALC expressing willingness to work with members from both parties, including Sens. Carper and Collins in the Senate, to resolve our issues.

And if those are not reasons enough for you to support COLCPE, remember that, at the very least, our jobs are not only affected by postal management, but by the actions of congress as well. The NALC will be representing you and your job in our next contract negotiations. I don't know about you, but I want the people negotiating my future paychecks to do so from as strong a position as possible, not only at the table with postal management, but in the halls of congress as well.

Mike Hotovy
20878

supposed to be validated. One way an individual carrier can validate this time is by using GOOGLE Maps and entering each park point and travel to and from the route and comparing this time to the times generated by COR.

One of the major reasons that COR will work properly (or not) is the form 3999. COR classifies deliveries as either WALK or DRIVE. COR will allow RELAY time only on WALK deliveries. If the 3999 has relay time entered for curb-side deliveries, NDCBU's or centralized deliveries, COR will eliminate the time when the route is "optimized" and the lines of travel are generated.

In order to prevent this from happening the 3999 has to be done in a precise COR manner so that relay time is only credited to park & loop, walking deliveries or the 3999 has to be edited to include wrongfully entered relay time as service or delivery time instead. If an improperly done 3999 is allowed to be used in COR without being edited, a large amount of time can vanish from a route. Carriers should request a copy of their 3999 whenever one is performed on their route. The new 3999 process requires a consultation with a carrier who has had a 3999 done after March 22, 2011 and an explanation to the carrier of non-recurring time and examiner comments. It also allows for written comments from the carrier concerning the 3999 be attached to the unedited 3999 and to be made a part of the documentation for that 3999.

A copy of the 3999 being used in the JARAP process can be requested during the JARAP initial consultation and it must be provided by the District Evaluation and Adjustment Team. The 3999 should be carefully reviewed and erroneous entries and any other comments concerning the 3999 should be notated in writing and communicated with the Local Office Contacts and DEAT.

COR is here to stay. The more we know about how it "works", the more we will be able to monitor and influence the adjustment of our routes.

Following are some resources for an in depth understanding of COR.

1. The NALC Guide for Using COR, www.nalc3825.com/NALC_Guide_to_Using_COR_M01766.pdf
2. Joint NALC/USPS COR PowerPoint, www.nalc3825.com/Joint_COR_JARAP2011_PowerPoint.pdf
3. The new 3999 process, www.nalc3825.com/3999_3_Days_Consult.pdf

4. The JARAP 2011 Joint Understanding Document, www.nalc3825.com/M01747.pdf

Chuck Clark
VP, Branch 3825
cclark33@gmail.com

Food Drive and COLCPE

I would like to thank everyone as the Food Drive Coordinator for a job well done in taking part in picking up the food on May 14, 2011 Food Drive Day. I would also like to thank the ones that stayed after work to help separate the food and my co-coordinators at each station for doing their part to help this to be another successful food drive. A special thank you to Pam Donato of Branch 9 who came out to help with the food separation at Pike Annex. Branch 3825 collected 28,239 pounds of food. I am sure this food will help feed many families who are in need. This is a worth while giving up a little bit of yourself and time when you can make a difference in someone's life.

If you have not signed up for COLCPE (The Committee on Letter Carrier Political Education) and would like to or find out more about what it means and what you can do to help, please contact me (off the clock) Shearly Shawn COLCPE Coordinator. There is a lot going on with the Postal Service and how it may affect you, don't let this change pass you by.

Don't Be Left Behind

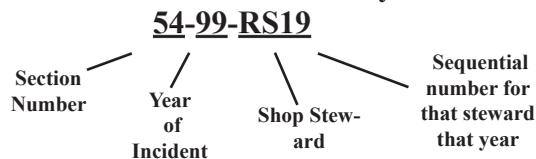
Shearly Shawn
20852

Branch Stewards & Abbreviations

| | |
|--------------------------|----------------------|
| MC - Mike Curley | 20852 |
| TA - Theo Anthony | 20852 |
| MS - Mike Shawn..... | 20851/53 |
| LG - Burt Weisner..... | 20854 |
| KL - Ken Lerch..... | Branch Chief Steward |
| GB - Greg Brooks..... | 20854 |
| SL - Sergio Lemus | 20850 |
| MB - Mike Butz..... | 20874/76 |
| SK - Chester Crews..... | 20877 |
| CC - Chuck Clark..... | 20879/86 |
| VF - Viktor Fraker..... | 20879/86 |
| CCR - Matthew Ackah..... | 20878 |
| ST - Steve Thompson..... | 20872 |

Alternate Stewards are George Abid (20850), Jermaine Graham (20854), Vivian Walker (20854) Tim Smith (20852), Mike Hotovy (20878).

Grievance Number Key



The Grievance Process

Informal Step A (sometimes called pre step A) - Grievant and Shop Steward meet with immediate supervisor within 14 days of the incident date.

Step A - Grievant and Union President or designee meet with Postmaster or designee within 7 days of receiving the Step A appeal unless the time limits are extended by mutual consent. The Step A form must be completed within 7 days of the Step A meeting. Then if no resolution is reached, the appeal must be sent to the Step B within 7 days of the completion of the Step A Form.

Step B - The Dispute Resolution Team (one union advocate and one management advocate) then has 14 days after the receipt of the Step A form to resolve the issue. If no resolution is reached, the grievance is "impassed" and the union has 14 days to appeal the grievance to arbitration.

Pre-Arb - In most instances an effort is made to resolve the dispute before going in front of an arbitrator.

Arbitration - The NBA or designee and the grievant meet with a District designee in front of an arbitrator and the arbitrator renders a decision that for all intents and purposes is final and binding.

Summaries - That's where Unity gets a hold of the grievance and tries to put it into 25 words or less. Hopefully this will help you understand the process a little better.

GRIEVANCE SUMMARIES

Enclosed are 408 GRIEVANCE SUMMARIES ending May 1, 2011. Any grievances brought up to the Union Office after this date will appear in the next issue of Unity.

I want to thank all of the Shop Stewards for your continued great work!

IN THE STRUGGLE,
Kenneth Lerch
President NALC 3825

TWINBROOK

- 53-10-MS95. Formal A. 7 DAY SUSPENSION for parking in front of a fire hydrant is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF.
- 53-10-MS106. Formal A. 7 DAY SUSPENSION alleging 37 minutes of unauthorized overtime is reduced to a discussion.
- 53-10-MS89. Formal A. Letter of Warning alleging 54 minutes of unauthorized overtime is reduced to 3 months in OPF.
- 53-11-MS10. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (1203) is reduced to a discussion.
- 53-10-MS78. Formal A. Letter of Warning alleging 31 minutes of unauthorized overtime is reduced to a discussion.
- 53-10-MS99. Formal A. Letter of Warning alleging one hour of unauthorized overtime is reduced to 6 months in OPF.
- 53-10-MS92. Formal A. Letter of Warning alleging 28 minutes of unauthorized overtime is reduced to 3 months in OPF.
- 53-10-MS90. Informal A. Letter of Warning for casing FSS is reduced to a discussion.
- 53-10-MS54. Formal A. Letter of Warning alleging poor attendance is reduced to 4 months and 14 days in OPF.
- 53-10-MS59. Informal A. Letter of Warning alleging a failure to wear the shoulder strap of the seat belt and talking on a cell phone while driving is reduced to 6 months in OPF and will only be cited as a prior element in subsequent discipline if the charge is "safety violation."
- 53-10-MS84. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
- 53-10-MS88. Informal A. Letter of Warning alleging one hour and 53 minutes of unauthorized overtime is rescinded.
- 53-10-MS83. Informal A. Letter of Warning alleging 55 minutes of unauthorized overtime is rescinded.
- 53-10-MS87. Formal A. Letter of Warning alleging one hour and 32 minutes of unauthorized overtime is rescinded.

15. 53-10-MS85. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.

16. 53-10-MS86. Formal A. Letter of Warning alleging 52 minutes of unauthorized overtime is reduced to a discussion.

17. 53-10-MS102. Informal A. Letter of Warning alleging 6 minutes of unauthorized overtime is rescinded.

18. 53-10-MS91. Informal A. Letter of Warning for casing FSS is rescinded.

19. 53-11-MS02. Informal A. Letter of Warning for failing to bring in a CA-17 the next workday is rescinded.

20. 53-11-MS26. Formal A. ESCALATING REMEDY. Management violated Article 5 Section 5F of the National Agreement. The following NON-ODL Carriers are hereby paid an additional 75 percent for all time worked over 10 hours for the day plus a lump sum of \$30.00 each. (10.89 hours, 10.94 hours, 11.78 hours and 11.19 hours.)

21. 53-10-MS24. Formal A. ESCALATING REMEDY. Management violated Article 5 Section 5F of the National Agreement. The following NON-ODL Carrier is hereby paid an additional 75 percent for all time worked over 10 hours for the day plus a lump sum of \$30.00. (11.43 hours.)

22. 53-11-MS29. Formal A. ESCALATING REMEDY. Management worked a TE over the 11 and a half hour maximum for a day. The TE is hereby awarded an additional 50 percent for all time worked over 11 and a half hours (12.40 hours.)

23. 53-11-MS28. Formal A. ESCALATING REMEDY. Management worked a TE over the 11 and a half hour maximum for a day. The TE is hereby awarded an additional 50 percent for all time worked over 11 and a half hours (12.93 hours.)
1 from the Grievant's 1017-B log.

35. 53-10-MS96. Informal A. The four 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant's 1017-B logs.

36. 53-11-MS34. Formal A. REMOVAL (TE) alleging a failure to deliver an express mail piece by noon (1342) is reduced to a Letter of Warning.

37. 53-11-MS48. Informal A. 7 DAY SUSPENSION alleging 30 minutes of unauthorized overtime is rescinded.

38. 53-11-MS44. Informal A. Letter of Warning alleging 96 units of unauthorized overtime is rescinded.

39. 53-11-MS40. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

40. 53-11-MS47. Informal A. Letter of Warning alleging poor attendance is reduced to 9 months in OPF.

41. 53-11-MS47A. Informal A. Letter of Warning alleging unauthorized overtime is rescinded and the 1017-B entry is deleted from the Grievant's 1017-B log.

42. 53-11-MS33. Informal A. Letter of Warning alleging unsafe work performance is reduced to a discussion.

43. 53-11-MS18. Formal A. The following full time regulars are hereby paid an additional 50 percent for all time worked over 12 hours for the day; (12.12 hours, 12.82, 12.65, 13.00, 12.03, 12.88, 12.70, 13.69, 12.32, 12.24, 13.40, 13.18, 13.60, 12.96, 12.54, 13.59, 12.37, 12.49, 12.71, 12.91, 12.55, 13.46 and 12.53 hours.)

44. 53-11-MS16. Formal A. The following full time regulars are hereby paid an additional 50 percent for all time worked over 12 hours for the day; (14.99 hours, 12.22, 12.16, 12.19, 12.18, 14.12 and 13.95 hours.)

45. 53-11-MS22. Formal A. The following full time regulars are hereby paid an additional 50 percent for all time worked over 12 hours for the day; (12.21 hours, 12.18, 12.12, 12.11, and 12.42 hours.)

46. 53-11-MS20. Formal A. The following full time regulars are hereby paid an additional 50 percent for all time worked over 60 hours for the week; (65.20 hours.)

47. 53-10-MS104. Formal A. All 1017-B entries (unauthorized overtime) for the one month and 4 day period cited in this grievance are hereby deleted from the Grievant's 1017-B log.

48. 53-11-MS36. Formal A. ESCALATING REMEDY. The following PTF's are hereby paid an additional 75 percent for all hours worked beyond 11 and a half hours for the day plus a lump sum of \$80.00 each; (13.00 hours and 12.32 hours).

49. 53-11-MS37. Formal A. ESCALATING REMEDY. Management worked TE's over the 11 and a half hour maximum for a day. The following TE's are hereby awarded an additional 50 percent for all time worked over 11 and a half hours (12.59 hours and 12.98 hours.)

50. 53-11-MS32. Formal A. Henceforth, management will not require a City Letter Carrier on a park and loop route or foot deliveries to carry a fourth bundle. Management will comply with the third bundle settlement Q98N-4Q-C 00189552 (M-01663) and M-01697 dated November 24, 2008.

51. 53-11-MS12. Formal A. The 1017-B entry (unauthorized overtime) for 92 units is hereby deleted from the Grievant's 1017-B log.

52. 53-10-MS100. Formal A. The four 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant's 1017-B log.

POTOMAC

1. 54-11-RW004. Formal A. REMOVAL alleging that the Grievant placed holiday cards in mail receptacles without postage is reduced to a 14 DAY PAPER SUSPENSION.

2. 54-11-RW003. Formal A. REMOVAL alleging that the Grievant worked over 12 hours and brought back mail after 11:00pm without a 3996 submitted and missed 7 MSP scans is reduced to a 7 DAY PAPER SUSPENSION. (This was the first day on the route and after a holiday.)

3. 54-11-RW001. STEP B. EMERGENCY SUSPENSION alleging that keeping the Grievant on duty could result in damage to USPS property, loss of mail or funds due to the Grievant working over 12 hours and bringing back mail after 11:00pm without a 3996 submitted and missing 7 MSP scans is rescinded and the Grievant is hereby paid for all time he was placed in a LWOP status. (This was the first day on the route and after a holiday.)

4. 54-11-VW09. Informal A. 14 DAY SUSPENSION alleging that the Grievant brought back mail stating that he could not work any more overtime on this day is reduced to a Letter of Warning and further reduced from two years to 6 months in the Grievant's OPF.

5. 54-10-JYG09. Informal A. 7 DAY SUSPENSION alleging poor attendance is rescinded.

6. 54-11-RW038. Informal A. 7 DAY SUSPENSION alleging 51 units of unauthorized overtime is reduced to a discussion.

7. 54-11-RW060. Informal A. 7 DAY SUSPENSION alleging 75 units of unauthorized overtime is reduced to a discussion.

8. 54-11-KA12. Informal A. 7 DAY SUSPENSION alleging poor attendance is reduced to a Letter of Warning and further reduced to one year in the Grievant's OPF and will not be cited as a prior element in any subsequent discipline unless the charge is "Poor attendance."

9. 54-11-VW11. Informal A. 7 DAY SUSPENSION alleging poor attendance is rescinded.

10. 54-11-RW020. Informal A. 7 DAY SUSPENSION alleging unauthorized overtime/Misuse of Postal funds is rescinded prior to the Informal A meeting.

11. 54-10-RW215. Informal A. Letter of Warning alleging a failure to deliver International express mail by 3:00pm is reduced to a discussion.

12. 54-11-RW016. Informal A. Letter of Warning alleging 97 units

of unauthorized overtime is rescinded.

13. 54-10-RW212. Informal A. Letter of Warning alleging that the Grievant failed to deliver a restricted delivery certified properly is reduced to 6 months in OPF.

14. 54-11-VW06. Informal A. Letter of Warning alleging one hour of unauthorized overtime is reduced to 6 months in OPF.

15. 54-10-KA32. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

16. 54-11-KA11. Informal A. Letter of Warning alleging 50 units of unauthorized overtime is rescinded.

17. 54-11-KA10. Informal A. Letter of Warning alleging 40 units of unauthorized overtime is reduced to a discussion.

18. 54-10-RW214. Informal A. Letter of Warning alleging a failure to deliver express mail by noon is reduced to 4 months in OPF.

19. 54-10-RW213. Informal A. Letter of Warning alleging a failure to deliver three International express mail pieces by 3:00pm is reduced to 4 months in OPF.

20. 54-11-RW065. Informal A. Letter of Warning alleging unauthorized overtime is rescinded prior to the Informal A meeting.

21. 54-11-VW08. Informal A. Letter of Warning alleging a failure to scan two MSP barcodes is reduced to a discussion.

22. 54-10-RW188. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

23. 54-11-VW07. Informal A. Letter of Warning alleging 43 units of unauthorized overtime is reduced to 6 months in OPF.

24. 54-11-KA4. Formal A. Letter of Warning alleging 37 units of unauthorized overtime is rescinded.

25. 54-11-RW005. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.63 hours, 12.59, 12.82, 12.53, 13.15, 12.83, 12.44, 12.70, 13.13, 12.93, 12.37, 14.56, 12.40, 13.08, 12.36, 12.65, 12.95, 12.16, 12.28 and 12.37 hours.)

26. 54-11-RW008. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (11.78 hours.)

27. 54-10-RW221. Informal A. Management violated Article 8 Section 5G (overtime rules). Two NON-ODL's are hereby paid an additional 250 percent for 84 units and 36 units respectively and an ODL is hereby paid 1.20 hours of overtime.

28. 54-10-RW202. Informal A. Management violated Article 8 Section 5G (overtime rules). Three NON-ODL's are hereby paid an additional 250 percent for 55 units, 1.06 hours and 1.67 hours respectively and 4 ODL's are hereby paid a total of 3.28 hours of overtime.

29. 54-10-RW201. Informal A. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby paid an additional 250 percent for 58 units and an ODL is hereby paid 58 units of overtime.

30. 54-10-RW220. Informal A. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby paid an additional 250 percent for 1.07 hours and an ODL is hereby paid 1.07 hours of overtime.

31. 54-10-RW228. Informal A. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby paid an additional 250 percent for 1.00 hour and an ODL is hereby paid 1.00 hour of overtime.

32. 54-10-RW196. Informal A. Management violated Article 8 Section 5G (overtime rules). Two NON-ODL's are hereby paid an additional 250 percent for 1.00 hour and 1.00 hour respectively and an ODL is hereby paid a total of 2 hours of overtime.

33. 54-10-RW197. Informal A. Management violated Article 8 Section 5G (overtime rules). Three NON-ODL's are hereby paid an additional 250 percent for 75 units, 52 units and 1.38 hours respectively and 2 ODL's are hereby paid a total of 2.65 hours of overtime.

34. 54-10-RW200. Informal A. Management violated Article 8 Section 5G (overtime rules). Two NON-ODL's are hereby paid an additional 250 percent for 1.19 hours and 1.19 hours respectively and 2 ODL's are hereby paid a total of 2.38 hours of overtime.

35. 54-10-RW222. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (11.90 hours.)

36. 54-11-RW059. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (13.19 hours.)

37. 54-11-RW052. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (12.05 hours.)

38. 54-11-RW054. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (12.45 hours.)

39. 54-11-RW056. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (12.12 hours.)

40. 54-11-RW043. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (11.99 hours.)

41. 54-11-RW069. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (11.91 hours.)

42. 54-10-RW195. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (12.50 hours.)

43. 54-11-RW006. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (13.18 hours.)

44. 54-11-RW068. Informal A. ESCALATING REMEDY. The following TE's are hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (11.62 hours and 12.08 hours.)

45. 54-11-RW007. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (62.58 hours, 64.40, 61.72 hours, 64.32, 63.27, 63.49, 63.82, 63.99, 62.80, 61.44, 63.72, 63.23, and 62.78 hours.)

46. 54-11-RW026. Informal A. We were seeking an escalating remedy due to management's failure to provide information to the Union

on their string.)

74. 54-10-RW211. Informal A. Henceforth, management will cease and desist instructing Carriers to bundle their accountable mail and leave the bundles on the table next to the accountable cage. None of these Carriers will be held responsible for any of their accountable mail on any day management instructed them to leave their accountable mail on the table next to the accountable cage. Management will ensure that these Carriers will be properly cleared on PS form 3867.

75. 54-11-KA7. Informal A. We withdrew the grievance when management changed the 8 hours of LWOP to 8 hours of sick leave.

76. 54-11-KA13. Informal A. Management agrees to treat all Carriers equal and fair when enforcing all of the Postal rules and policies.

77. 54-11-KA14. Informal A. Management will cease and desist violating the information request policy

78. 54-11-VW02. Informal A. Grievant will be allowed to review the file being kept on her and management will discard all items that should not be in her file. (Note* We are challenging these duplicate files. We are taking the position that only one OPF should be kept and that file is in Greensboro, NC.)

79. 54-10-RW113. Formal A. Henceforth, management will make every effort to make each ODL Carrier, that has the same nonscheduled day, equitable during the course of the quarter while still following the mandates of equitability for the unit.

80. 54-11-KA1. Formal A. Management will cease and desist from instructing Carriers not to perform their office duties (checking forwards, pulling holds, etc.) Carriers will be given the time it takes to complete office duties.

81. 54-11-KA5. Formal A. The 1017-B entry (unauthorized overtime) is hereby deleted from the Grievant's 1017-B log.

82. 54-10-RW227. Informal A. Management will cease and desist performing craft work.

83. 54-10-RW206. Informal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$600.00 for failing to provide information to the Union within 24 hours. This is consistent with hundreds of prior settlements including STEP B decisions.

84. 54-10-RW207. Informal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$600.00 for failing to provide information to the Union within 24 hours. This is consistent with hundreds of prior settlements including STEP B decisions.

85. 54-10-RW185. Informal A. Grievant is hereby paid 50 units of penalty pay due to management carrying express mail.

86. 54-11-KA6. Informal A. The 8 hours of LWOP is hereby changed to 8 hours of sick leave.

87. 54-10-RW204. Informal A. All 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant's 1017-B log.

88. 54-10-RW209. Informal A. All 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant's 1017-B log.

89. 54-10-RW184. Informal A. Grievant is hereby paid 50 units of penalty pay due to management carrying express mail.

90. 54-10-RW183. Informal A. Grievant is hereby paid 50 units of overtime pay due to management carrying express mail.

91. 54-11-RW013. Informal A. Management will cease and desist the practice of enclosing expunged discipline or anything other than the final modified disciplinary action(s) still on file when issuing discipline.

92. 54-10-RW219. Informal A. ESCALATING REMEDY. Grievant is hereby paid an additional 200 percent for 1.00 hour. (This T-6 Carrier was not allowed to work at least 8 hours on one of the routes on their string.)

93. 54-10-RW226. Informal A. Management will treat the Grievant with dignity and respect.

94. 54-11-KA2. STEP B. 14 DAY SUSPENSION alleging an inaccurate 3996 and misuse of Postal funds because of this allegation is rescinded.

95. 54-11-KA27. Formal A. 7 DAY SUSPENSION alleging a failure to return from the street by 1800 (1803) is rescinded.

96. 54-11-KA26. Formal A. 7 DAY SUSPENSION alleging a failure to return from the street by 1800 (1885) is reduced to 6 months in OPF.

97. 54-11-KA29. Formal A. 7 DAY SUSPENSION alleging a failure to return from the street by 1800 (1876) is reduced to 3 months in OPF.

98. 54-11-VW15. Formal A. 7 DAY SUSPENSION alleging a failure to return from the street by 1800 (1814) is rescinded.

99. 54-11-RW033. Informal A. Letter of Warning alleging that the Grievant collated FSS with shoppers is rescinded.

100. 54-11-RW031. Informal A. Letter of Warning alleging that the Grievant failed to scan the MSP points is rescinded.

101. 54-11-RW029. Informal A. Letter of Warning alleging that the Grievant failed to scan 3 MSP points is rescinded.

102. 54-11-JYG02. Informal A. Letter of Warning alleging that the Grievant failed to scan 2 MSP points is rescinded.

103. 54-11-RW014. Informal A. Letter of Warning alleging that the Grievant failed to scan 7 MSP points is rescinded.

104. 54-11-RW011. Informal A. Letter of Warning alleging unauthorized overtime (authorized thru 8:30pm but ended tour at 9:40pm) is rescinded.

105. 54-11-RW023. Informal A. Letter of Warning alleging that the Grievant failed to scan 4 MSP points is rescinded.

106. 54-11-RW018. Informal A. Letter of Warning alleging unauthorized overtime (authorized thru 8:30pm but ended tour at 9:22pm) is rescinded.

107. 54-11-RW071. Informal A. Letter of Warning alleging that the Grievant cased FSS is reduced to a discussion.

108. 54-11-RW062. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

109. 54-11-KA28. Informal A. Letter of Warning alleging that the Grievant failed to return from the street by 1800 (1832) is reduced to a discussion.
110. 54-10-RW189. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
111. 54-11-RW035. Informal A. Letter of Warning alleging unauthorized overtime (authorized thru 8:00pm but ended tour at 8:23pm) is reduced to a discussion.
112. 54-11-VW04. Formal A. Letter of Warning alleging poor attendance is reduced to 6 months in OPF.
113. 54-11-KA19. Informal A. Letter of Warning alleging that the Grievant failed to scan all of the MSP points is reduced to a discussion.
114. 54-11-KA23. Informal A. Letter of Warning alleging that the Grievant failed to scan all of the MSP points is reduced to 6 months in OPF and will not be cited as a prior element in any subsequent discipline, unless the charge is "Failure to scan MSP points."
115. 54-11-KA21. Informal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.
116. 54-11-KA22. Informal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.
117. 54-11-KA20. Informal A. Letter of Warning alleging that the Grievant was talking on a cell phone while casing is reduced to a discussion.
118. 54-11-KA16. Informal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.
119. 54-11-KA13. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.
120. 54-11-JYG03. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.
121. 54-11-KA13. Informal A. Letter of Warning alleging poor attendance is reduced to 7 months in OPF that not be cited as a prior element in any subsequent discipline, unless the charge is "Poor attendance."
122. 54-11-KA9. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
123. 54-11-JYG01. Informal A. Letter of Warning alleging unauthorized overtime (2.29 hours) is reduced to a discussion.
124. 54-11-KA33. Informal A. Letter of Warning alleging unauthorized overtime (78 units) is rescinded.
125. 54-11-VW05. Informal A. Letter of Warning alleging that the Grievant failed to scan all of the MSP points is reduced to a discussion.
126. 54-11-VW10. Informal A. Letter of Warning alleging that the Grievant failed to deliver an express mail piece by noon is rescinded.
127. 54-11-RW009. STEP B. Four ODL's are hereby awarded a total of \$1,586.06 due to inequitable distribution of overtime.
128. 54-11-VW19. Formal A. Management will not falsify clockrings. Grievant is hereby paid an additional 50 units.
129. 54-11-RW080. Formal A. ESCALATING REMEDY. Management will pay \$150.00 to the charity of the Union's choice due to management failing to meet at Formal A.
130. 54-11-RW081. Formal A. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby paid an additional 250 percent for 71 units and an ODL is hereby paid 71 units of overtime.
131. 54-11-VW17. 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. Supervisor's 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.
132. 54-11-RW070. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (60.98 hours, 60.33, 61.93 hours, 63.19, 62.15, 60.48, and 61.25 hours.)
133. 54-11-RW057. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (61.88 hours, 62.56, and 60.25 hours.)
134. 54-11-RW072. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (60.98 hours, 60.69, 61.43 hours, 60.28, 60.70 and 61.24 hours.)
135. 54-11-RW057. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (60.77 hours, 60.50, and 61.54 hours.)
136. 54-11-RW076. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (11.76 hours.)
137. 54-11-RW075. Informal A. ESCALATING REMEDY. The following TE is hereby paid an additional 50 percent for all time worked beyond 11 and a half hours for the day (11.61 hours.)
138. 54-11-RW073. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.13 hours, 12.03, 12.02, 12.76, and 12.15 hours.)
139. 54-11-RW078. Informal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$600.00 for failing to provide information to the Union within 24 hours. This is consistent with hundreds of prior settlements including STEP B decisions.
140. 54-11-RW083. Formal A. Management will not falsify clockrings.
141. 54-11-RW012. Informal A. The 1017-B entry (unauthorized overtime) is hereby deleted from the Grievant's 1017-B log.
142. 54-11-RW050. Formal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$600.00 for failing to provide information to the Union within 24 hours. This is consistent with

hundreds of prior settlements including STEP B decisions.

143. 54-11-RW051. Formal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$600.00 for failing to provide information to the Union within 24 hours. This is consistent with hundreds of prior settlements including STEP B decisions.

144. 54-11-RW053. Formal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$600.00 for failing to provide information to the Union within 24 hours. This is consistent with hundreds of prior settlements including STEP B decisions.

145. 54-11-KA3. Formal A. Management will cease and desist telling Carriers not to check forwards or pull hold mail from the case (In an effort to try and make their numbers look better at the expense of service.)

146. 54-11-VW14. 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. Supervisor's 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.

147. 54-11-KA8. STEP B. Management locked the Grievant in the Post Office after ending his tour at night and then issued a Letter of Demand to the Grievant when the alarm went off and the County Police False Alarm Center billed the Post Office \$125.00. Resolved; The Letter of Demand for \$125.00 is hereby rescinded.

148. 54-10-GAB04. Formal A. Management will cease and desist demanding evidence for sick calls unless the situation fall under the following; A Carrier who is given an undesirable task and then falls out sick can be required to provide documentation for the sick leave requested. A Carrier who requests annual leave, and is denied, and then calls in sick on that date can be required to provide documentation for the sick leave requested. A Carrier who has an obvious pattern of sick leave can be required to provide documentation for the sick leave requested. An example of an obvious pattern is calling in sick 7 Saturdays during the year. Any Carrier who calls in sick for more than 3 consecutive workdays must provide documentation for the sick leave requested.

149. 54-11-RW067. Informal A. Henceforth, management will cease and desist instructing Carriers to bundle their accountable mail and leave the bundles on the table next to the accountable cage. None of these Carriers will be held responsible for any of their accountable mail on the day in question. Management will ensure that these Carriers will be properly cleared on PS form 3867.

150. 54-11-VW03. Formal A. Grievant is hereby paid one hour of overtime due to management prohibiting the Grievant from working 8 hours on his assignment.

151. 54-11-RW061. Informal A. Management will show the FSS video to all Carriers who were nonscheduled. All Carriers who are off at future Service Talks will be given a make-up Service Talk when they return.

152. 54-11-RW064. Informal A. Henceforth, management will cease and desist instructing Carriers to bundle their accountable mail and leave the bundles on the table next to the accountable cage. None of these Carriers will be held responsible for any of their accountable mail on the day in question. Management will ensure that these Carriers will be properly cleared on PS form 3867.

153. 54-11-RW027. Informal A. Management will redo the Overtime Desired List and this time they will comply with the National Agreement.

154. 54-11-RW058. Informal A. ESCALATING REMEDY. Management agrees to a recommitment of prior agreements and post a sign on both time clocks when the Station is maximized to the point of penalty or 12 hours. Management will pay a charity of the Union's choice \$25.00.

155. 54-11-RW065. Informal A. Henceforth, management will cease and desist instructing Carriers to bundle their accountable mail and leave the bundles on the table next to the accountable cage. None of these Carriers will be held responsible for any of their accountable mail on the day in question. Management will ensure that these Carriers will be properly cleared on PS form 3867.

156. 54-11-JYG02. Informal A. The 1017-B entry (unauthorized overtime) for 2.29 hours is hereby deleted from the Grievant's 1017-B log.

157. 54-11-KA24. Formal A. The 1017-B entry (unauthorized overtime) is hereby deleted from the Grievant's 1017-B log.

158. 54-11-RW063. Informal A. Henceforth, management will cease and desist instructing Carriers to bundle their accountable mail and leave the bundles on the table next to the accountable cage. None of these Carriers will be held responsible for any of their accountable mail on the day in question. Management will ensure that these Carriers will be properly cleared on PS form 3867.

159. 54-11-RW010. Informal A. The AWOL charge is hereby removed from the Grievant's 3971 and 3972.

PIKE ANNEX

1. 52-2011-MC1. Formal A. REMOVAL for failing to report a vehicle accident is reduced to a 7 DAY PAPER SUSPENSION.

2. 52-2010-TA37. STEP B. 7 DAY SUSPENSION alleging that the Grievant falsified his 3996 is reduced to a Letter of Warning and further reduced from two years to 18 months in OPF.

3. 52-2010-TA13. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

4. 52-2010-MC69. Informal A. Letter of Warning alleging poor attendance is reduced to 3 months in OPF.

5. 52-2010-MC61. STEP B. Letter of Warning alleging an Expansion of Street Time is reduced to a discussion.

6. 52-2010-MC60. Formal A. Letter of Warning alleging that the Grievant failed to use turn signals several times is rescinded.

7. 52-2010-MC54. STEP B. Letter of Warning alleging an Expansion of Street Time is reduced to one year in OPF.

8. 52-2010-TA35. STEP B. Letter of Warning alleging that the Grievant left the office to deliver parcels without authorization will remain in the Grievant's OPF for two years.

9. 52-2010-TA6. STEP B. Letter of Warning alleging an Expansion of Street Time is reduced to one year in OPF.

10. 52-2011-TA06. Informal A. Management will cease and desist failing to put a date on the top left hand corner of discipline letters.

11. 52-2010-TA30. Informal A. The 1017-B entry (unauthorized overtime) for 88 units is hereby deleted from the Grievant's 1017-B log.
12. 52-2010-TA34. Informal A. The 1017-B entry (unauthorized overtime) for 1.38 hours is hereby deleted from the Grievant's 1017-B log.
13. 52-2010-TA33. Informal A. The 1017-B entry (unauthorized overtime) for 55 units is hereby deleted from the Grievant's 1017-B log.
14. 52-2010-MC59. Formal A. The 1017-B entry (unauthorized overtime) for 1.01 hours is hereby deleted from the Grievant's 1017-B log.
15. 52-2010-MC70. Formal A. The FMLA request is hereby approved.
16. 52-2010-MC81. Informal A. Grievant wanted 32 hours of vacation leave to be converted to LWOP. Grievance was withdrawn when management agreed to the request.
17. 52-2010-MC73. Formal A. The 120 hours of annual leave is hereby changed to 120 hours of sick leave.
18. 52-2010-MC68. Informal A. The 1017-B entry (unauthorized overtime) for 30 units is hereby deleted from the Grievant's 1017-B log.
19. 52-2010-MC47. Formal A. The 1017-B entry (unauthorized overtime) for 1.88 hours is hereby deleted from the Grievant's 1017-B log.
20. 52-2010-MC52. STEP B. The 1017-B entry (unauthorized overtime) for 24 units is hereby deleted from the Grievant's 1017-B log.
21. 52-2010-MC67. Informal A. The 1017-B entry (unauthorized overtime) for 83 units is hereby deleted from the Grievant's 1017-B log.
22. 52-2010-MC74. Formal A. The 1017-B entry (unauthorized overtime) for 51 units is hereby deleted from the Grievant's 1017-B log.
23. 52-2010-TA29. Formal A. The 1017-B entry (unauthorized overtime) for 50 units is hereby deleted from the Grievant's 1017-B log.
24. 52-2010-MC72. Formal A. The 1017-B entry (unauthorized overtime) for 1.45 hours is hereby deleted from the Grievant's 1017-B log.
25. 52-2010-TA38. Formal 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 and give a copy to the Shop Steward(s) immediately. 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. This applies to Carriers on their nonscheduled days.
26. 52-2010-TA12. Formal A. Grievant is hereby paid an additional 50 percent for 1.56 hours due to artificial undertime.
27. 52-2010-MC71. Formal A. Grievant was challenging the instruction to carry multiple bundles on a mounted route citing disparate treatment. Resolved; Grievant can submit a 3996 for the extra time these bundles will take to deliver on the street.
28. 52-2010-TA11. Formal A. Grievant is hereby paid an additional 50 percent for 95 units due to artificial undertime.
29. 52-2011-TA07. Formal A. Management will cease and desist citing and/or including discipline that has been expunged from the Grievant's OPF when management puts its packets together for STEP B.
30. 52-2011-TA06-A. Informal A. Management will cease and desist writing comments on Carrier's 3996's.
31. 52-2011-TA12. Formal A. 7 DAY SUSPENSION alleging a failure to wear the shoulder strap part of the seat belt, not using a turn signal and parking illegally on a yellow line is reduced to a Letter of Warning.
32. 52-2011-MC6. Formal A. Letter of Warning alleging a failure to bump off the part of the route as instructed is reduced to a discussion.
33. 52-2011-MC13. Informal A. Letter of Warning alleging 15 units of unauthorized overtime is reduced to one month and 15 days in OPF.
34. 52-2011-MC9. STEP B. Letter of Warning alleging that the Grievant did not report an injury timely and failed to perform work safely is rescinded.
35. 52-2011-TA09. STEP B. Letter of Warning alleging that the Grievant left two sleepers in the case is reduced to one year in OPF.
36. 52-2011-MC2. STEP B. Letter of Warning alleging a failure to deliver an International Express piece by 3:00pm is reduced to 6 months in OPF.
37. 52-2011-TA17. Informal A. Letter of Warning alleging 1.09 hours of unauthorized overtime is reduced to a discussion.
38. 52-2011-TA23. Informal A. Letter of Warning alleging three sleepers left in the case is reduced to a discussion.
39. 52-2011-MC4. STEP B. Two ODL's are hereby awarded a total of \$1,048.50 due to inequitable distribution of overtime.
40. 52-2011-MC10. Formal A. The controversion letter against the Grievant's CA-1 is hereby rescinded.
41. 52-2010-MC65. STEP B. The Grievant was sent a "Documentation of Extended Absence" letter for absences in which FMLA coverage was sought. Grievance sustained. Management is directed to adhere to the guidelines in the ELM.
42. 52-2011-MC7. Formal A. The street time is hereby changed to 5 hours and 50 minutes.
43. 52-2011-MC5. Formal A. The 1017-B entry (unauthorized overtime) for 46 units is hereby deleted from the Grievant's 1017-B log.
44. 52-2011-TA02. STEP B. The 1017-B entry (unauthorized overtime) for 67 units is deemed proper. (Grievant failed to provide a reason for needing the additional time.)
45. 52-2011-TA04. STEP B. Management is ordered to cease and desist violating the local call-back policy. 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. Supervisor's 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.

46. 52-2011-TA08. STEP B. The Union was requesting that management destroy all duplicate files and only keep the OPF which is kept in Greensboro, NC. Grievance denied. The Union failed to prove that management was keeping duplicate files.

47. 52-2011-TA05. STEP B. The Union alleged a violation of Article 41 Section 1C4 when a Work/Assignment Carrier worked three hours on PEG. Grievance denied.

MAIN OFFICE ROCKVILLE

1. 50-11-SL28. Informal A. (TE) REMOVAL for slipping on the ice is reduced to a discussion.

2. 50-11-SL01. Informal A. Letter of Warning alleging a failure to deliver express mail by noon is reduced to 3 months in the Grievant's OPF.

3. 50-10-GA61. Informal A. Letter of Warning alleging unauthorized overtime (1.44 hours) is reduced to one year in the Grievant's OPF.

4. 50-10-GA62. Informal A. Letter of Warning alleging a failure to hit the hot case on the way to street duties is reduced to a discussion.

5. 50-10-SL65. Informal A. Letter of Warning alleging a failure to scan the barcode on a collection box. Grievant (a TE) resigned.

6. 50-10-SL115. Formal A. Letter of Warning alleging unauthorized overtime (50 units) is reduced to a discussion.

7. 50-10-GA28. Formal A. Management denied Light Duty. Resolved; 8 hours of sick leave and 4 hours of annual leave is hereby credited back to the Grievant's leave account.

8. 50-11-SL04. Informal A. The 48 hours of AWOL is hereby changed to 15.49 hours of SLDC, 5.66 hours of annual leave and 26.85 hours of LWOP.

9. 50-10-SL173. Informal A. Station Manager Theresa Hunt will apologize to the Grievant and will treat the Grievant with dignity and respect.

10. 50-10-SL114. Informal A. 204B Henrietta Ford will apologize to the Grievant and will treat the Grievant with dignity and respect.

11. 50-10-SL102. Informal A. 204B Henrietta Ford will apologize to the Grievant and will treat the Grievant with dignity and respect.

12. 50-10-GA46. Formal A. Grievant is hereby paid 78 units of overtime due to management violating the Work/Assignment MOU.

13. 50-10-SL64. Formal A. Management will treat the Grievant with professional courtesy when the Grievant calls back to inform management that they cannot complete their assignment in the allotted time.

14. 50-11-SL33. Formal A. Removal (TE) alleging a failure to collect mail from a collection box is rescinded (The collection box was not

on the run sheet.)

15. 50-11-SL45. Informal A. Removal alleging that the Grievant was driving without a seat belt on and with the door open is reduced to a 14 DAY PAPER SUSPENSION that will not be cited as a prior element in any subsequent discipline, unless the charge is "No seat belt on and door open". Note* The Grievant has numerous prior elements of driving without a seat belt on and with the door open.

16. 50-11-SL64. Informal A. Removal (TE) alleging a failure to scan three Delivery Confirmation pieces is reduced to a discussion.

17. 50-11-SL56. Informal A. Removal alleging that the Grievant was involved in an at fault vehicle accident is reduced to a Letter of Warning and further reduced from two years to one year in OPF that will not be cited as a prior element in any subsequent discipline, unless the charge is "Vehicle Accident".

18. 50-11-SL62. Informal A. Removal (TE) alleging a failure to scan a Delivery Confirmation piece is rescinded.

19. 50-11-SL48. Informal A. 7 DAY SUSPENSION alleging a failure to case mail as instructed is rescinded.

20. 50-11-SL64. Informal A. 7 DAY SUSPENSION alleging that the Grievant missed a collection box is reduced to a Letter of Warning.

21. 50-11-SL17. Informal A. Letter of Warning alleging a missed collection box is rescinded. (Post Office was locked due to snowstorm and how late it was by the time the Grievant arrived. Grievant could not get to the box.

22. 50-11-SL44. Informal A. Letter of Warning for getting injured is rescinded.

23. 50-11-SL37. Formal A. Letter of Warning alleging 45 units of unauthorized overtime is reduced to a discussion.

24. 50-11-SL66. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is rescinded.

25. 50-11-SL36. Informal A. Letter of Warning alleging 45 units of unauthorized overtime is reduced to a discussion.

26. 50-11-SL65. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is rescinded.

27. 50-11-SL09. Formal A. Letter of Warning alleging that the Grievant cased DPS mail is reduced to a discussion.

28. 50-11-SL21. STEP B. Letter of Warning for getting injured is rescinded.

29. 50-11-SL51. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

30. 50-11-SL18. Informal A. Letter of Warning alleging 1.34 hours of unauthorized overtime is reduced to a discussion.

31. 50-11-SL06. Informal A. Management will ensure that there is a PM cage clerk or supervisor to clear Carriers of their accountables returning from the street. A stand-up will be given the Carriers that - PM accountables must be cleared.

32. 50-11-SL03. Informal A. The following full time regular employees worked over 12 hours, thus, violating Article 8 Section 5G2 of the National Agreement. They are hereby paid an additional 50 percent

for the time worked over 12 for the day. (13.59 hours, 13.04 hours, 12.80 hours, 12.72 hours and 12.35 hours.)

33. 50-11-SL19. Informal A. The 1017-B entry (unauthorized overtime) for 14 units is hereby deleted from the Grievant's 1017-B log.

34. 50-11-SL08. Formal A. Code 782 is only to be used for Formal Training (Not to hide hours.) Regular Service/Safety Talks are a Line 21 item, and therefore, part of a Carriers regular assignment.

35. 50-11-SL27. Formal A. Code 782 is only to be used for Formal Training (Not to hide hours.) Regular Service/Safety Talks are a Line 21 item, and therefore, part of a Carriers regular assignment.

36. 50-11-SL23. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G of the National Agreement. Therefore, the following NON-ODL is hereby paid an additional 250 percent of their base rate; 2.25 hours and three ODL's are hereby paid a total of 2.25 hours of overtime/penalty pay as applicable.

37. 50-11-SL20. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G of the National Agreement. Therefore, the following NON-ODL is hereby paid an additional 250 percent of their base rate; 2.00 hours and four ODL's are hereby paid a total of 2.00 hours of overtime/penalty pay as applicable.

38. 50-11-SL07. Formal A. ESCALATING REMEDY. Management violated Article 5 Section 5F of the National Agreement. The following NON-ODL is hereby paid an additional 75 percent for all time worked over 10 hours for the day plus a lump sum of \$30.00 . (11.87 hours.)

39. 50-11-GA02. Formal A. ESCALATING REMEDY. Management worked two TE's over the 11 and a half hour maximum for a day. The TE's are hereby awarded an additional 50 percent for all time worked over 11 and a half hours (12.26 hours and 13.51 hours.)

40. 50-11-SL16. Formal A. ESCALATING REMEDY. Management violated Article 5 Section 5F of the National Agreement. The following NON-ODL is hereby paid an additional 75 percent for all time worked over 10 hours for the day plus a lump sum of \$30.00 . (10.41 hours.)

41. 50-11-SL05. Formal A. ESCALATING REMEDY. The following PTF is hereby paid an additional 75 percent for all hours worked beyond 11 and a half hours for the day plus a lump sum of \$80.00; (13.04 HOURS).

42. 50-11-SL12. Informal A. The 1017-B entry (unauthorized overtime) for 3 hours is hereby deleted from the Grievant's 1017-B log.

43. 50-11-SL13. Informal A. The 1017-B entry (unauthorized overtime) for 1.50 hours is hereby deleted from the Grievant's 1017-B log.

44. 50-11-SL42. Informal A. The 1017-B entry (unauthorized overtime) for 9 units is hereby deleted from the Grievant's 1017-B log.

45. 50-11-SL53. Informal A. The 1017-B entry (unauthorized overtime) for 1.43 hours is hereby deleted from the Grievant's 1017-B log.

46. 50-11-SL52. Informal A. The 1017-B entry (unauthorized overtime) for 79 units is hereby deleted from the Grievant's 1017-B log.

47. 50-11-SL41. Informal A. The 1017-B entry (unauthorized

overtime) for 67 units is hereby deleted from the Grievant's 1017-B log.

48. 50-11-GA1. Formal A. The following full time regular employee worked over 12 hours, thus, violating Article 8 Section 5G2 of the National Agreement. Grievant is hereby paid an additional 50 percent for the time worked over 12 for the day. (12.48 hours)

49. 50-11-SL15. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (64.13 hours, 60.42, 62.15 hours, 60.85, 63.85, 65.65, 61.79, 62.97, 60.92, 65.64, 64.55, 61.75, 61.62, 61.61 and 63.57 hours.)

DERWOOD

1. 55-11-SMS2. Informal A. Letter of Warning alleging a seat belt infraction is reduced to a discussion.

2. 55-10-SMS11. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

3. 55-10-SMS13. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

4. 55-11-SMS1. Formal A. Letter of Warning alleging that the Grievant brought back mail without informing management and failed to complete a 1571 is reduced to 6 months in OPF.

5. 55-10-SMS14. Informal A. The 1017-B entry (unauthorized overtime) for 1.32 hours is hereby deleted from the Grievant's 1017-B log.

6. 55-10-SMS12. Informal A. The 1017-B entry (unauthorized overtime) for 89 units is hereby deleted from the Grievant's 1017-B log.

7. 55-10-SMS6. Formal A. Grievant is hereby paid 3.47 hours of penalty pay due to guaranteed overtime rules.

8. 55-11-AP04. Informal A. Letter of Warning alleging a failure to wear a seat belt and not coming to a complete stop at a stop sign is reduced to 3 months and two weeks in OPF.

9. 55-11-AP02. Informal A. Letter of Warning alleging a sleeper left in the case is rescinded.

10. 55-11-AP03. Formal A. Letter of Warning alleging poor attendance is reduced to 18 months in OPF.

11. 55-11-SMS6. Informal A. Letter of Warning alleging a sleeper left in the case is rescinded.

12. 55-11-AP01. Informal A. Letter of Warning alleging a sleeper left in the case is rescinded.

13. 55-11-AP05. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

14. 55-11-AP06. Informal A. All the LWOP due to an injury on the job is hereby converted to Continuation of Pay.

15. 55-11-AP07. Formal A. The 11.55 hours of sick leave is hereby changed to 11.55 hours of Administrative Leave.

DAMASCUS

1. 72-11-ST02. Informal A. Letter of Warning alleging an at fault vehicle accident is reduced to 15 months in OPF which will not be cited in any subsequent discipline unless the charge is "At fault vehicle accident."
2. 72-11-ST03. Informal A. Letter of Warning alleging an at fault vehicle accident is reduced to 3 months in OPF which will not be cited in any subsequent discipline unless the charge is "At fault vehicle accident."
3. 72-11-ST01. Informal A. Letter of Warning alleging a failure to secure a CBU is reduced to one year in OPF which will not be cited in any subsequent discipline unless the charge is "Not securing mail."
4. 72-11-ST25. Informal A. Letter of Warning alleging poor attendance is reduced to 30 days in OPF which will not be cited in any subsequent discipline unless the charge is "Failure to be Regular in attendance."
5. 72-10-ST23. STEP B. Management issued the Grievant a REMOVAL and put the employee off the USPS rolls after 30 days. Letter Carriers are to be paid until the STEP B team makes a decision or 14 days whichever comes first. Resolved; Grievant is to be paid \$1,069.00 in a Postal Money Order.
6. 72-10-ST17. PRE-ARB. REMOVAL (TE) alleging an at fault vehicle accident. Grievant was allowed to resign in exchange for his form 50 to reflect resignation for personal reasons.
7. 72-11-ST19. Informal A. 7 DAY SUSPENSION alleging a missed MSP scan is reduced to 9 months in OPF that will not be cited in any subsequent discipline, unless the charge is "missed MSP scan."
8. 72-11-ST12. Informal A. 7 DAY SUSPENSION alleging a missed scan for red plum is reduced to a Letter of Warning and further reduced to 6 months in OPF that will not be cited in any subsequent discipline, unless the charge is "missed scans."
9. 72-11-SMS5. Formal A. Letter of Warning alleging a failure to move to the correct route on the ETC when performing street assistance is rescinded.
10. 72-11-ST10. Informal A. Letter of Warning alleging a missed MSP scan point is rescinded.
11. 72-11-ST08. Informal A. Letter of Warning alleging a missed MSP scan point is rescinded.
12. 72-11-ST07. Informal A. Letter of Warning alleging a two missed MSP scan points is rescinded.
13. 72-11-ST06. Informal A. Letter of Warning alleging a sleeper left in the case is rescinded.
14. 72-11-ST13. Informal A. Letter of Warning alleging a failure to move to the correct route on the ETC is rescinded.
15. 72-11-ST09. Informal A. Letter of Warning alleging a failure to move to the correct route on the ETC is rescinded.
16. 72-11-ST11. Informal A. Letter of Warning alleging a failure to move to the correct route on the ETC when performing street assistance is rescinded.

17. 72-11-ST20. Informal A. Letter of Warning alleging a three missed MSP scan points is rescinded.

18. 72-11-ST21. Informal A. Letter of Warning alleging a failure to move to the correct route on the ETC is reduced to 3 months and two weeks in OPF and will not be cited in any subsequent discipline, unless the charge is "failing to identify route assignment on ETC."

19. 72-11-ST18. Informal A. Letter of Warning alleging a missed MSP scan point is rescinded.

20. 72-11-ST04. STEP B. Grievant was called by management on his N/S day and told to wait by the phone on stand-by that he may be needed to work. Management called back 19 minutes later and was told to report for work. We grieved this requesting that the Grievant be paid for the 19 minutes. Decision; Grievance denied.

21. 72-11-ST05. Formal A. Management discontinued a long standing past practice of Carriers being able to cancel part of their annual leave week. Resolved; The past practice is hereby reinstated.

DIAMOND FARMS

1. 78-10-MA60. Formal A. REMOVAL alleging IMPROPER CONDUCT and failing to be regular in attendance is held in abeyance until May. Grievant will resign or retire on or before May 1. Failure to retire or resign will result in REMOVAL.

2. 78-11-MA68. Formal A. 14 DAY SUSPENSION alleging that the Grievant failed to scan two Delivery Confirmation pieces is reduced to a 10 DAY SUSPENSION and further reduced to 18 months in OPF.

3. 78-10-MA67. Formal A. 14 DAY SUSPENSION alleging that the Grievant failed to deliver an express mail piece by noon (1218) is reduced to a 7 DAY SUSPENSION and further reduced to 18 months in OPF.

4. 78-10-MA56. Formal A. Letter of Warning alleging a failure to report an accident timely is reduced to one year in OPF.

5. 78-10-MA54. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

6. 78-10-MA47. Formal A. Letter of Warning alleging poor attendance is reduced to one year in OPF.

7. 78-10-MA48. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

8. 78-10-MA49. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

9. 78-10-MA55. Informal A. Letter of Warning alleging that the Grievant failed to deliver an express mail piece by noon is rescinded.

10. 78-10-MA65. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

11. 78-10-MA66. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

12. 78-10-MA69. Formal A. The USPS took \$40.17 from the Grievant's paycheck even though the Step B team sustained a grievance absolving the Grievant from the Letter of Demand. Resolved; A pay adjustment will be immediately processed for \$40.17. Any future debit from the Grievant's pay will be refunded

and immediately processed as a pay adjustment. Grievant will also be paid an additional amount equal to 50 percent of the dollar amount debited.

13. 78-10-MA62. Formal A. When a Shop Steward informs management that he has an Informal Step A grievance to be heard, management will attempt to meet with the Steward concerning this grievance within 3 work days or by the grievance deadline.

14. 78-11-MA04. Formal A. 14 DAY SUSPENSION alleging that the Grievant failed to follow instructions because she got injured is rescinded.

15. 78-11-MA05. Formal A. Letter of Warning alleging a failure to scan a C.O.D./Delivery Confirmation piece is reduced to one year in OPF.

16. 78-11-MA01. Informal A. Letter of Warning alleging a failure to properly handle a Signature Confirmation piece is reduced to one year in OPF.

17. 78-11-MA02. STEP B. Letter of Warning alleging a failure to scan an express mail piece by noon is reduced to a discussion.

18. 78-11-MA12. Informal A. Letter of Warning alleging a failure to work scheduled overtime is reduced to ten months in OPF.

19. 78-11-MA17. Informal A. Letter of Warning alleging poor attendance is rescinded.

20. 78-11-MA15. Informal A. Letter of Warning alleging poor attendance is reduced to 6 months in OPF.

21. 78-11-MA14. Informal A. Letter of Warning alleging poor attendance is reduced to 6 months in OPF.

22. 78-11-MA16. Informal A. Letter of Warning alleging poor attendance is rescinded.

23. 78-11-MA03. Formal A. Seven ODL's are hereby awarded a total of \$2,402.78 due to inequitable distribution of overtime.

24. 78-11-MA17. Informal A. Management will cease and desist performing craft work.

25. 78-11-MA08. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

26. 78-11-MA07. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

27. 78-10-MA57. Formal A. Grievant is hereby awarded 2.98 hours of guaranteed overtime.

28. 78-10-MH05. Formal A. Management violated Article 8 Section 5G (overtime rules) on eight days. Five NON-ODL's are hereby paid an additional 150 percent for the mandatory overtime and five ODL's are hereby paid at the overtime rate (Total settlement \$1,047.56.)

29. 78-10-MA58. Formal A. Grievant is hereby awarded 2.40 hours of guaranteed overtime.

GERMANTOWN

1. 74-10-MB17. Formal A. Letter of Warning alleging 6.32 hours

of AWOL is rescinded and Grievant is hereby paid 6.32 hours of sick leave.

2. 74-10-MB23. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

3. 74-10-CC01. Formal A. Verification of an official discussion form is hereby mutually developed.

4. 74-11-MB3. Informal A. 7 DAY SUSPENSION alleging a failure to scan an express mail piece before noon is rescinded.

5. 74-11-MB2. Informal A. 7 DAY SUSPENSION alleging unauthorized overtime and an expansion of street time (eleven hours) is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF and will not be cited as a prior element in any subsequent discipline, unless the charge is "expanding street time."

MAIN OFFICE GAITHERSBURG

1. 77-10-CFC21. Formal A. Letter of warning alleging a Delivery Confirmation scan infraction is reduced to 3 months in OPF.

2. 77-11-CC03. Informal A. 7 DAY SUSPENSION alleging that a sleeper was left in the case is reduced to a Letter of Warning and further reduced to one month in the Grievant's OPF.

3. 77-11-CC1054. Informal A. Letter of Warning alleging that the Grievant failed to scan Delivery Confirmation pieces on several occasions is reduced to one year in OPF.

4. 77-10-CFC22. Formal A. Letter of Warning alleging a failure to properly handle a Delivery Confirmation piece is reduced to a discussion.

5. 77-11-CC01. Informal A. Letter of Warning alleging that the Grievant left two first class letters in his UBBM is reduced to a discussion.

6. 77-11-CC02. Informal A. Letter of Warning alleging that the Grievant left a first class letter in his UBBM is reduced to a discussion.

7. 77-11-CC1056. Informal A. The following full time regular is hereby paid an additional 50 percent for all time worked beyond 60 hours for the week (65.84 hours).

8. 77-11-CC1057. Informal A. The following full time regulars are hereby paid an additional 50 percent for all time worked beyond 12 hours for the day (12.50 hours, 13.26, 14.11, 13.05, 14.86, 12.58, 14.14, 12.18, 12.14, 12.48, 13.36, and 12.65 hours.)

9. 77-11-CC1052. Informal A. Management failed to post the overtime hours for the quarter. Resolved; The hours will be posted today.

MONTGOMERY VILLAGE

1. 79-10-CC1046. Formal A. 14 DAY SUSPENSION alleging that the Grievant was carrying the mail in an unsafe manner and was injured is reduced to a Letter of Warning and further reduced from two years to 18 months in OPF.

2. 79-11-VF04. Informal A. Letter of Warning alleging poor attendance is reduced to one year in OPF.
3. 79-11-VF03. Informal A. Letter of Warning alleging that the Grievant delivered express mail after 12 noon (1514) is rescinded.
4. 79-11-VF36. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.
5. 79-11-CC1050. Formal A. Five ODL Carriers will receive a total of \$2031.75 due to inequitable distribution of overtime.
6. 79-11-CC1048. Formal A. Grievance settlements involving a pay adjustment will be processed within 7 workdays. Pay adjustments will be immediately provided to the steward. Grievant will receive payment within 3 pay periods or an additional 25 percent of the settlement will be paid.
7. 79-11-CC1049. Informal A. In a Floor Talk management stated that any person involved in an "At Fault" vehicle accident will be grounds for immediate termination. Resolved; There is no rule, regulation, handbook, manual or contractual provision that states an employee involved in an at-fault accident will be immediately terminated from the Postal Service. Any decision to impose discipline, including removal, will be made on a case by case basis following a thorough investigation. This settlement will be posted on the time clock.
8. 79-11-VF01. Informal A. When Carriers request changes on case labels, management will take action on Edit Sheets monthly. Edit Sheets are to be maintained and signed off on every month by the regular Carrier and management.
9. 79-10-VF41. Formal A. The supervisor was observed performing a burn out that resulted in smoking tires. This was reported on a PS 1767. Resolved; The manager will instruct the supervisor of the need for safe driving practices when exiting the Postal parking lot.
10. 79-10-CC1042. Formal A. Management failed to post the overtime hours for the quarter. Resolved; The hours were provided at the grievance meeting.
11. 79-10-CC1045. Informal A. The 1017-B entry (unauthorized overtime) for 62 units is hereby removed from the Grievant's 1017-B log.
12. 79-10-CC1044. Informal A. Three Carriers will be trained to do the AM and PM and Saturday collection assignment.
13. 79-10-VF42. Informal A. 1571's not being utilized. Resolved; Curtailment of mail should be noted on form 1571 which will be made available to Carriers at the supervisors desk.
14. 79-10-VF40. Informal A. PS form 1767 will be made readily available for all employees as stated in the M-41 handbook.
15. 79-10-VF21. Formal A. Grievant, a T-6, is hereby paid a lump sum of \$86.25 due to management working him off his bid assignment for 7.41 hours.
16. 79-10-VF39. Informal A. All regular Carriers will have rotating days off and a nonscheduled day indicated on the Carrier schedule.
17. 79-10-VF36. Informal A. Management will inform Carriers of 1017-B entries (unauthorized overtime) and will document remarks from said Carriers when entered in the 1017-B book.
18. 79-11-CC1047. Informal A. Letter of Warning alleging poor attendance is rescinded.
19. 79-11-VF06. Formal A. Letter of Warning alleging a sleeper left in the case is reduced to a discussion.
20. 79-11-VFCC1062. Formal A. Letter of Warning alleging a sleeper left in the case is reduced to a discussion.
21. 79-11-VF05. Informal A. Management violated Article 8 Section 5G (overtime rules). The NON-ODL is hereby paid an additional 150 percent for 50 units and an ODL is hereby paid 50 units of overtime.
22. 79-11-VF02. Formal A. Eighteen Carriers signed a statement regarding their receipt of HOLD and COA notices at least 24 hours following the effective date of those notices. Resolved; Management will process and distribute to Carriers, HOLD and COA notices on a daily basis, without delay.

Editor's Page

Mike Shawn

Locally, all I can say is - Wow - FSS in a business environment. I recently bid from a residential "T-6" swing in Twinbrook to a T-6 in Main Office with business routes with 6 stories per building and stop and drop businesses in an industrial park using the same address with alphabetical designations. I thought that FSS in a residential area was problematic, but manageable. It's laughable in this new situation. Now, instead of having DPS that's a wreck on the street, you have two bundles which are a mess. Apparently, the machines sort all mail without suiting to the front of an address (or randomly), aren't so good at recognizing North from South, or East from West, and if you have any hope of dealing with forwards, all is lost.

The COR team also created all business routes in this office. Wow. Talk about quality service. The only thing better than delivering business mail after 5 PM is delivering after 6 (or later). This is what happens when management has the unfettered ability to adjust routes. The interpretation of the FSS MOU allowed for no NALC input in the FSS adjustments and the result has not been pretty.

Unfortunately, we continue to help the management cause with the casing of FSS - try to remember routes are being adjusted by the office time which your measured mail volume "justifies", plus a fixed office time (33 or 43 minutes) for vehicle inspection, mail withdrawal, getting special mails, etc. and by your demonstrated average street time. If you are casing your FSS (and/or DPS), you are losing that time in the office, and you should be going faster on the street. If you think your route is long now, try to imagine how much longer it could be....

In regard to the National political situation, problems abound. With the backing of the so called Tea Party, Republicans at the state and local level have spent the past six months inflaming the culture wars and attacking working people, particularly public employee unions (see Wisconsin, Ohio, Florida, etc.). The Republicans ran, and won, on the promise of creating jobs and "fixing" the economy. No jobs bills have been introduced at the national level, and now mutterings are starting to be heard that the R's political agenda is to

hold off job creation bills until after the 2012 election. Meanwhile, corporations reap record profits.

For those of you that don't know, legislation has been introduced by Republican Congressmen Darrell Issa and Dennis Ross which could have a dramatic impact on our wages and benefits. Under this bill, we would no longer have the right to bargain over our health and insurance benefits. The bill would allow the Postal Service to eliminate Saturday delivery - by my count, that's about 1/6 of our jobs. The bill would dramatically compromise our ability to participate in meaningful wage arbitration. These are exactly the types of things that have been directed at public employees at the state level by the Tea Party favored candidates.

I strongly urge our members, of all political persuasions, to get involved in the political process. Know your representatives and how to make your opinions known to them. The NALC has an activist network to join and will provide updates on pending legislation affecting us and how you can help influence the outcome. Our local website is a great source of information. Read your **Postal Record** (as well as your Unity). The more information you have, the more you will understand the challenges we face in the future.

Mike Shawn

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JULY 2011

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------------------------|--|--------------|---|-------------|---------------------------|-------------|
| | | | | | 1 BLUE | 2 BLUE |
| 3 BLUE | 4 INDEPENDENCE DAY HOLIDAY GREEN | 5 BROWN | 6 UNION MEETING union office day RED | 7 BLACK | 8 Pay Day 14 YELLOW | 9 YELLOW |
| 10 YELLOW | 11 BLUE | 12 GREEN | 13 STEWARDS MEETING union office day BROWN | 14 RED | 15 BLACK | 16 BLACK |
| 17 BLACK | 18 YELLOW | 19 BLUE | 20 union office day GREEN | 21 BROWN | 22 Pay Day 15 RED | 23 RED |
| 24 RED 31 BROWN | 25 BLACK | 26 YELLOW | 27 EXECUTIVE BD union office day BLUE | 28 GREEN | 29 BROWN | 30 BROWN |

NALC BRANCH 3825 PICNIC

Sunday July 31 - 12:00 TO 8:00

Bohrer Park at Summit Hall Farm
 506 S. Frederick Avenue
 Gaithersburg MD 20877

Ribs, Chicken, Burgers, Hot Dogs, Fish, Chinese Food
 Beer, Iced Tea, Orange Drink, Lemonade, Snow Cones & Cotton Candy
 DJ Music, Moon Bounce, Waterslide and Limited Pool Passes
Union Solidarity