President’s Report

Management has refused to sign a new contract with the NALC. The National Agreement expired at midnight on November 20, 2011. Several extensions were signed, but in the end the parties were at an impasse. The contract talks will now go to mediation under the auspices of the Federal Mediation and Conciliation Service (FCMS). If the parties are unable to reach an agreement within 60 days of January 20, 2012, the issues will be submitted to final and binding arbitration.

In my 33 years at the USPS, I have never seen so much anti Postal legislation and anti Federal/POSTAL employee legislation. Some members of Congress, and even President Obama, wants to reduce the number of delivery days from six to five. This would result in the loss of approximately 25,000 City Letter Carrier jobs and approximately 80,000 total jobs. And worse, I believe that this would be the beginning of the end of the USPS. Someone else will deliver on Saturday (or any other day selected for no mail delivery). The monopoly on the mail would then end. As for unacceptable legislation, attacks on our retirement were passed. More attacks on our retirement will soon come up for Congressional votes. This is the reality; If the billionaires and millionaires don’t pay their fair share of the taxes, then Congress will be coming at us to pay for Congressional expenditures. General electric made 14 billion in profit in 2011 and paid no taxes. People working at McDonald’s paid more in taxes! This is wrong, but probably won’t change until there is militant action in the streets of America.

On the local scene, management has been violating Article 8 Section 5G (Overtime Rules) regularly for the past 7 months. Violations have occurred in Damascus, Germantown and Gaithersburg, but the vast majority of the grievances have been in Rockville. 90 percent of the contractual grievances deal with six issues. These are; Article 8 Section 5G and the Letter Carrier Paragraph, Article 8 Section 5F (Working NON-ODL’s over ten hours on a regularly scheduled day), violations of our Union time policy, violations of our Information request settlements, maximum hour violations and management refusing to hear Informal A grievances. The routes are just too damn long! Very few places in the nation have Carriers working over 12 hours in a day and/or 60 hours in a week. We have hundreds of these types of violations! In addition, PTF’s and TE’s working over 11 and a half hours in a day is way too common.

More than 200,000 dollars worth of Article 8 Section 5G violations have occurred. We are trying to force management to hire enough Carriers so the NON-ODL’s don’t have to carry off their assignments on overtime. We must also stop the maximum hour violations.

The amount of discipline issued is nothing short of ridiculous! Hundreds and hundreds of cases! Please read the Grievance Summary section of this newsletter for the breakdowns. One area stands out more than any other. Scanning discipline. With thousands and thousands of scans we make every year, even one mistake is met with discipline! Discipline is supposed
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 branch.

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

to be a last resort. Obviously, management is shooting from the hip when it comes to discipline.

Our branch voted to send 16 people to Shop Steward training in Hagerstown, Maryland. Everyone was talking about how good the training was. The training was led by our National Business Agent, Tim Dowdy, and Regional Administrative Assistants Vada Preston and Hugh McElroy. Some of the topics covered were; The Steward’s right to information, OWCP, The Joint Statement on Violence and Behavior in the Workplace, preventing management from falsifying the clockrings, Non-compliance with grievance settlements, how to develop a better case file for Step B, developing a good Issue Statement for the 8190, the right to have Steward time on the clock and how to file for pay when management forces us to write grievances off the clock, sick leave rights (it’s disgusting how frequent this Capital District AWOL’s or LWOP’s a Carrier when calling in sick) This is a contractual right won by our Union. We should not have to file a grievance to get paid when using our contractually won sick leave benefits!!! Also passed out was the NALC Letter Carrier Resource Guide which has a tremendous amount of great information including a thorough overview of the route adjustment process.

This training was well worth it. This is an investment in this branch’s future. Any time we have an opportunity to get this type of high level training, we should attend in big numbers.

We just received notice that three of our units will undergo 6 day mail counts in the coming two months. The units selected by the District are; Pike Annex, Diamond Farms and Damascus. We are trying to set up joint training with Silver Spring. I encourage everyone to come and get educated on the forms and attend our Union meetings and ask questions. Don’t let your route get even more overburdened. You don’t need that type of stress on a daily basis.

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 contentious. 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
Defending MSP Discipline

Managed Service Points or MSP, have been with us for over ten years. To the uninitiated the idea of “managed service points” is appealing. Place up to 12 bar codes (including Hot Case, Depart and Return) throughout a delivery route at 30 - 45 minute intervals, have the carrier scan the code at the point of delivery and you get a daily overview of when the carrier arrived at that point each day. Compare this daily information to the base information for the route and to other delivery days for an analysis of a carrier’s performance. All this information without ever having to get out from behind your desk.

Managed Service Points are incorporated into DOIS (Delivery Operations Information System). This is management’s input driven computer program that we have come to know and loathe.

In order for the DOIS MSP to operate as intended, management has to create a pivot plan in DOIS, have an updated 3999 and insure that the first delivery, last delivery and the delivery points between them are in fact accurate and in sequence. This is a lot to ask and as a result the information contained in the MSP reports is frequently not accurate.

In a March 2006, USPS, OIG report, DR-AR-06-003, the auditors identified 99 of 217 routes where there was an excessive interval time between the last delivery and the return to the office. They identified the problem as management’s failure to include the carrier’s lunch break in the DOIS pivot plan. Managers and supervisors stated they did not add the carrier’s lunch break “because carriers did not always take one.”

In order to have accurate base data, a form 3999 has to be done on the route as currently configured. Management has to go into DOIS and confirm, through the MSP Base Information Maintenance window, that MSP label locations and scheduled times are correct.

Because there are frequent errors in the establishment of a route’s MSP information, variances in the scheduled scan time and the actual scan time do lead to disciplinary action even when there was no justification for such action. Keep in mind however that M-01458 states; “MSP data may not constitute the sole basis for disciplinary action.” None the less, discipline for missed MSP scans has sky rocketed in recent years and this agreement should be used in defense of such discipline.

There are seven MSP reports:
- The MSP Overview Report lists every route in the unit with load time, travel to, travel from total street and “on-time” scan percentages. The scheduled time on this report should match the most recent form 3999. Scans are considered “on-time” if they are made plus or minus 1 hour of the scheduled time.
- The Missed Scan Report shows the possible and missed MSP scans by route and assigned carrier.
- The MSP Route Report is for a specific route. It lists the MSP location, carrier assigned and carrier who made the scan, as well as the scheduled, actual and variance in the scan times.
- The MSP Carrier Report shows the route or routes assigned to an individual carrier, the label locations, adjusted schedule based on projected leaving time, base scheduled time, actual scan time, the variance of actual to scheduled time, the adjusted schedule times, actual time scanned and variance to adjusted scheduled time.
- The Invalid Route Report lists the carrier name, the invalid route ID, the DOIS assigned route number and the Hot Case route number.
- The Invalid Scan Report shows the route, address and time for invalid MSP scans.
- The Location Report shows the address and physical location of each MSP on a route as well as the scheduled time and interval time between MSP scans. An improperly set up scanner with an invalid route number as well as management’s failure to properly assign carriers to routes within DOIS, can lead to erroneously listed missed scans on MSP reports. The depart to route scan is made after the vehicle load. Scanning it before loading will result in an excessive travel to route time.

When investigating MSP issues, compare the scheduled MSP times with the most recent 3999 for the route. Do the load, travel to, travel from and interval times between address points correspond to the MSP scheduled times? Are the MSP points in the correct sequence with the actual first and last delivery? Get a copy of the Workhour Workload report for the previous 30 - 60 days and compare the DPS, FSS, parcel and cased volumes to the day in question. Extra volume will increase the MSP interval times and increase the variant. Is the 3999 representative of the average time needed to deliver...
GETTING LOW
Michael Hotovy
Alternate Steward
Diamond Farms

One of my favorite movies I’ve seen in the past year or so is a small independent film called “Get Low” starring Robert Duvall and Bill Murray among others. It’s based on a true story about an old man who holds his own funeral ceremony before he dies. His term “get low” was his way of saying “let’s get deadly serious here.” For me, I’ve long felt the need to write a “get low” article regarding my views of the current state of the NALC and the Postal Service. Here it is.

First, I’m not really sure what the fate of the Postal Service will be. No one does. My biggest concern is that our future seems almost entirely in the hands of congress. Congress has largely created our current crisis, but I’m not terribly confident they have the ability – or the collective will – to correct it. The Postal Reform Act of 2006 levies and enormous and absurd financial burden (over $5 billion annually to prefund retiree health care through 2082) that threatens to crush the Postal Service as we know it. The sobering fact is that a deep recession and rampant federal spending to ward it off have grown the debt to such enormous size ($15.5 trillion as I write this), the financial ability for congress to reamortize the USPS prefunding commitments or free up funds the USPS has overpaid in CSRS retirement may not exist.

A customer on my route who works for the State Department tells me the question nearly everyone on Capital Hill is asking is, “Will the Postal Service be here in 50 years?” The difficulty in answering that question may be why current legislative efforts are a mixed bag. Getting low, the federal government may need our short term money more than they need to secure our long term existence.

In addition, congress has largely become completely polarized – a sad state of affairs where Democrats and Republicans are doing their best impersonations of the Hatfields and McCoys. On top of that, it’s a presidential election year where political posturing and legislative gridlock are the norm. In simple terms, you probably couldn’t concoct a worse scenario for building bipartisan coalitions and getting postal problems solved on Capital Hill anytime soon.

So what are we to do? First, we can apply pressure on our legislators by being politically active and strongly supporting positive legislation. Whether you have the financial ability to support union efforts through COLCPE or not, take the time to get informed on legislation currently making its way through congress. Write or call your representatives and let them know your opinion. I cannot state this any clearer - what happens on Capital Hill in the near future will effect your job, for good or bad, more than anything you will encounter for the remainder of your career. I can get no lower than that.

As for the future of the mail itself, there are some glimmers of hope. Electronic commerce is not only affecting the Postal Service, retail sales are changing as well. For example, White Flint Mall in Rockville is set to be leveled with office buildings taking its place. Lakeforest Mall in Gaithersburg is for sale. Consumers are now eschewing trips to the mall and ordering online, having more and more of their tangible goods delivered to their doorstep. Despite losses in first class mail volume as the country moves further towards electronic billing (even the federal government will no longer mail checks), there is a burgeoning growth industry in online merchandise sales and competitive shipping services. Parcels are the new growth product for the Postal Service. Ironically, the internet may not be the death of us.

Additionally, as parcel business expands, it is not cost effective for FedEx, UPS, grocery stores, etc. to build delivery systems to reach every address nationwide when that infrastructure already exists in the USPS. We’ve all seen the UPS trucks back up to our docks and unload a pile of “last mile” parcels for us to deliver. This is a window into our future. We must own “the last mile” of delivery nationwide. Continued partnerships with other shipping entities and legally expanding the kinds of commerce we can ship are a big key to our survival.

And finally, let me state a fact. We’re doing a good job. And that not only comes from the union, but from management as well. As NALC President Fred Rolando notes in his comments on the Postal Service press release dated 2/9/2012, “The USPS notes its performance was boosted by record employee productivity.” And despite all the negative news, the Postal Service is actually showing financial signs of life. While the USPS cited a $3.3 billion loss in Quarter 1, President Rolando points out the operational “loss” is entirely due to the 2006 congressional mandate and a bookkeeping adjustment to worker’s compensation costs. Outside of this unreasonable financial burden, the USPS actually turned a $200 million profit in the first quarter. Bottom line, we worked our butts off this holiday season. Be proud.

In the film “Get Low,” the old man, rather than accepting his “death”, faces his personal demons and moves on to a better life. We all hope for the best for the future of the Postal Service, but we must do more than hope. We must all face the political and market realities and get involved. I sincerely hope that your personal “get low” moments move you to action. If we all pledge our commitment and focus our efforts, perhaps our low moments will soon be behind us.

In solidarity,

Mike Hotovy
the route based on your review of the 30 day Workhour Workload report? If not, the MSP scheduled times are unattainable on an average day.

Managed service points seem more designed to generate discipline than to enhance service. A “missed” MSP has no effect on customer service and generates no additional monetary charge to the postal service. But if you miss one...........

Chuck Clark
Vice-President
cclark33@gmail.com

THEO’S CORNER

THE SARCASTIC QUEEN

Manager “My way, No way” is at it again at the Pike Annex. I will achieve scan goals here at the Annex by disciplining carriers. I will because I can. “Manager “My way, No way” likes to walk the workroom floor with arms folded and nose in the air like a prison warden. Occasionally standing behind carriers watching them case mail. Contends this is not harassment by management. You know some things should not be seen just heard. It certainly won’t get the respect of the carriers doing this. The sarcastic queen.

Carriers John and Mary both missed msp scans. Manager “My way, No way” likes carrier John. He runs and don’t always work the rules. Manager “My way, No way” will let it go. No discipline or discussion. No nothing. But carrier Mary always work the rules and never does anything to help make me look good. She’s getting a letter of warning. I will because I can “My way, No way.” The sarcastic queen.

The phone is ringing. Probably a sick call. Yes, a carrier requesting FMLA. According to my prognosis and diagnosis half an arm cut off is not under FMLA. So what if managers aren’t suppose to approve or disapprove FMLA. So what if it is against the law. I will because I can. The carrier can come in and case mail or answer the phone or something. The sarcastic queen.

One can certainly count on a smart remark or two when pulled off the workroom floor by manager “My way, No way.” Has become famous for this. I will because I can. Seems to enjoy trying to make carriers day miserable. How sick is that? Walk by on the workroom floor and mutter something smart to you. Like “you need overtime today on that baby route?” I will because I can. The sarcastic queen marches on.

Pike Annex Shop Steward
Theo Anthony

Shearly Shawn
COLCPE Coordinator

SIGN UP FOR COLPCE!

What is COLCPE? The Committee on Letter Carriers Political Education. COLCPE allows the NALC to support political leaders and groups from both parties who defend letter carrier benefits and protect letter carrier jobs. We can think of COLCPE contributions as job insurance. The ultimate goal of influencing elections with COLCPE funds is to protect and improve the jobs of letter carriers.

Giving to COLCPE gives us the opportunity to show our friends in congress that support letter carrier issues that we appreciate their work and encourage continued support. Also, signing up for COLCPE provides insurance for carrier wages, benefits and job security.

Congress is working on bills right now that affect our FERS and CSRS benefits. If your retirement is important to you, you will contribute to COLCPE and get involved in your union. Come to the meetings. Otherwise, you can bury your head in the sand and just hope for the best.

You can contribute to COLCPE through automatic deductions (payroll deductions through PostalEase), Electronic Fund Transfer (monthly from your bank account) or a one-time deduction. Please contact me if you have any questions. Thank You.
Branch Stewards & Abbreviations
MC - Mike Curley (Chief Steward)………………20852
TA - Theo Anthony ………………………………20852
MS - Mike Shawn (Chief Steward)………………20850
RW Robert Weisner……………………………..20854
KL - Ken Lerch……………………………………20851/53
KA - Kevin Abernathy (Chief Steward)……………20854
SL - Sergio Lemus…………………………………20850
(Vacant)……………………………………………20874/76
(Vacant)……………………………………………20877
CC - Chuck Clark (CS/Gaithersburg)………………20879/86
(Vacant)……………………………………………20879/86
MA- Matthew Ackah………………………………20878
ST - Steve Thompson………………………………20872
KW - Kirkland Walker……………………………..20855
GA - George Abid…………………………………20851/53
KA - Karim Abdullah (Chief Steward)……………20851/53
Alternate Stewards: Ron Henry (20851/53), Jermaine Graham (20854),
Vivian Walker (20854), Tim Smith (20852), Mike Hotovy (20878), Greg
Brooks (20854), Chester Crews (20878), Viktor Fraker (20879/86)

Grievance Number Key
54-99-RS19

Section Number Year of Incident Shop Steward Sequential number for that steward that year

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 the day 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 a goal of 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 338 GRIEVANCE SUMMARIES ending December of 2011. We could not summarize the Potomac and Rockville Main Office grievances due to space limitations. These two offices generated approximately 400 grievances. These will appear in the next issue of Unity as will any grievances brought up to the Union office after December.

TWINBROOK

1. 53-11-MS85. STEP B. REMOVAL alleging that the Grievant left the vehicle running and it rolled away and collided with another vehicle is reduced to a 14 DAY PAPER SUSPENSION and further reduced from two years to one year in the Grievant’s OPF.

2. 53-11-MS88. Informal A. REMOVAL alleging that the Grievant refused to go to another Post Office in Rockville and work for the day is reduced to a 14 DAY PAPER SUSPENSION and further reduced from two years to one year in the Grievant’s OPF.

3. 53-11-MS109. Formal A. 14 DAY SUSPENSION alleging that the Grievant refused to clock on to the correct route, failed to complete a 3996, failed to scan any of the MSP barcodes and used many hours of unauthorized overtime is hereby reduced to a Letter of Warning and further reduced from two years to 3 months in the Grievant’s OPF.

4. 53-11-MS100. Formal A. 14 DAY SUSPENSION alleging many hours of unauthorized overtime and not fingering mail between houses is hereby reduced to a 7 DAY PAPER SUSPENSION and further reduced from two years to one year in the Grievant’s OPF.

5. 53-11-KA20. Informal A. 7 DAY SUSPENSION alleging poor attendance is hereby reduced to a Letter of Warning and further reduced from two years to one year in the Grievant’s OPF.

6. 53-11-MS60. Formal A. 7 DAY SUSPENSION alleging poor attendance is hereby reduced to a Letter of Warning and further reduced from two years to 9 months in the Grievant’s OPF.

7. 53-11-MS114. STEP B. 7 DAY SUSPENSION alleging unauthorized overtime, not fingering mail quickly enough between stops, not carrying mail in your arm, carrying both residual mail and FSS mail in the satchel and dragging your feet and not performing up to the standards of Rockville management is hereby RESCINDED!!
(PERSONAL NOTE*** WHY DOES ROCKVILLE MGT CONTINUE TO TRUMP UP CHARGE AFTER CHARGE AGAINST HARD WORKING LETTER CARRIERS?)

8. 53-11-JYG17. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby rescinded.

9. 53-11-JYG18. Informal A. Letter of Warning alleging a failure to scan an MSP barcode is hereby rescinded.

10. 53-11-KA34. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

11. 53-11-KA33. Informal A. Letter of Warning alleging a failure to scan an MSP barcode is hereby reduced to a discussion.

12. 53-11-KA32. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

13. 53-11-KA31. Informal A. Letter of Warning alleging a failure to scan an MSP barcode is hereby reduced to a discussion.

14. 53-11-KA30. Informal A. Letter of Warning alleging a failure to scan an MSP barcode is hereby reduced to a discussion.

15. 53-11-KA29. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

16. 53-11-KA28. Informal A. Letter of Warning alleging a failure to scan an MSP barcode and an allegation of unauthorized overtime is hereby reduced to a discussion.

17. 53-11-KA27. Informal A. Letter of Warning alleging a fault vehicle accident is reduced to 3 months in the Grievant's OPF.

18. 53-11-KA26. Informal A. Letter of Warning alleging a failure to scan an MSP barcode is hereby reduced to a discussion.

19. 53-11-KA25. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

20. 53-11-KA24. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

21. 53-11-KA22. Informal A. Letter of Warning alleging poor tardiness record is hereby reduced to a discussion.

22. 53-11-KA23. Informal A. Letter of Warning alleging poor attendance is hereby reduced to a discussion.

23. 53-11-MS07. STEP B. Letter of Warning alleging poor attendance is rescinded.

24. 53-11-MS54. Informal A. Letter of Warning for falling down on the route and scratching your knee is rescinded.

25. 53-11-MB06. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is hereby reduced to a discussion.

26. 53-11-MS53. Formal A. Letter of Warning alleging several hours of unauthorized overtime is rescinded.

27. 53-11-MB07. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is hereby reduced to a discussion.

28. 53-11-MS23. STEP B. Letter of Warning alleging poor attendance is reduced to a discussion.

29. 53-11-MS76. STEP B. Letter of Warning alleging poor attendance is rescinded.

30. 53-11-KA42. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (14.32) is hereby reduced to a discussion.

31. 53-11-MS01. STEP B. Letter of Warning alleging 1.25 hours of unauthorized overtime is rescinded.

32. 53-11-KA12. Informal A. Letter of Warning alleging poor attendance is hereby reduced to 6 months in the Grievant's OPF.

33. 53-11-KA08. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

34. 53-11-KA09. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

35. 53-11-KA13. Informal A. Letter of Warning alleging poor attendance is hereby reduced to 6 months in the Grievant's OPF.

36. 53-11-KA02. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

37. 53-11-KA03. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.
38. 53-11-KA04. Informal A. Letter of Warning alleging that the Grievant cased sequenced mail is hereby reduced to a discussion.

39. 53-11-KA01. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

40. 53-11-MS93. Informal A. Letter of Warning alleging poor attendance is hereby reduced to a discussion.

41. 53-11-MS86. Informal A. Letter of Warning alleging 8 hours of AWOL is hereby rescinded. The 8 hours of AWOL is hereby changed to 8 hours of paid EAL.

42. 53-11-MS108. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

43. 53-11-MS115. Informal A. Letter of Warning alleging a failure to scan Red Plum (Marriage mail) is hereby reduced to a discussion.

44. 53-11-KA14. Informal A. Letter of Warning alleging poor attendance is hereby reduced to 6 months in the Grievant’s OPF.

45. 53-11-MS49. Formal A. Letter of Warning alleging 1.17 hours of unauthorized overtime is rescinded.

46. 53-11-MS13. STEP B. Letter of Warning alleging 2.13 hours of unauthorized overtime is rescinded.

47. 53-11-MS41. Formal A. Letter of Warning alleging 75 units of unauthorized overtime is rescinded.

48. 53-11-AMA11. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

49. 53-11-KA70. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is hereby rescinded.

50. 53-11-KA71. Informal A. Letter of Warning alleging unauthorized overtime is hereby rescinded.

51. 53-11-KA72. Informal A. Letter of Warning alleging a failure to scan two Delivery Confirmation pieces is hereby rescinded.

52. 53-11-SMS10. Informal A. Letter of Warning alleging poor attendance is hereby rescinded.

53. 53-11-SMS9. Informal A. Letter of Warning alleging poor attendance is hereby reduced to 3 months in the Grievant’s OPF.

54. 53-11-MS59. STEP B. Letter of Warning alleging poor attendance is rescinded.

55. 53-11-MS45. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

56. 53-11-MS51. Formal A. Letter of Warning alleging 68 units of unauthorized overtime is rescinded.

57. 53-11-MS15. STEP B. Letter of Warning alleging poor attendance is rescinded.

58. 53-11-MS11. STEP B. Letter of Warning alleging that the Grievant slipped and fell on wet grass (The mere fact that you were injured proves you were carrying mail in an unsafe manner) is rescinded.

59. 53-11-MS83. STEP B. EMERGENCY SUSPENSION alleging that the Grievant left the vehicle running resulting in a “runaway accident” and hitting another vehicle is rescinded. Grievant will receive full back pay (Thousands of dollars).

60. 53-11-MS98. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Ten NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 9.96 hours and 8 ODL’s are hereby awarded a total of 9.96 hours at their penalty or overtime rate as applicable. (Approximate cost $1,195)

61. Informal A. 53-11-MS67. Grievant is hereby awarded a lump sum of $20.00 plus reimbursed 33.4 miles due to management demanding medical certification in violation of our medical certification settlements.

62. Formal A. 53-11-MS66. Formal A. Grievant is hereby paid T-6 rate for three days due to management removing the Grievant from his T-6 opt.

63. Formal A. 53-11-MS78. Management will repost the week of leave and comply with the LMU.

64. Formal A. 53-11-MS65. Management failed to comply with the 60 day FSS review. A new route will be posted within 14 days. Eight routes will receive territory adjustments that the Carrier, Union and management have agreed to. All the routes will have their leaving times adjusted as agreed to by the Carrier, Union and management.

65. Informal A. 53-11-KA05. The 4 hours of AWOL is hereby changed to 4 hours of paid sick leave.

66. Formal A. 53-11-MS74. Grievant is awarded 1.64 hours of overtime due to management violating the T-6 Work Assignment rules. (The overtime goes to the T-6 Work Assignment employee before the ODL’s on the swing.

67. 53-11-SMS17. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Ten NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 15.53 hours and 9 ODL’s are hereby awarded a total of 15.53 hours at their
penalty or overtime rate as applicable. (Approximate cost $1,894)

68. Informal A. 53-11-KA10. Grievant is awarded 50 units of overtime due to management refusing to allow the Grievant to work 8 hours on his assignment.

69. Informal A. 53-11-KA11. Grievant is awarded 50 units of overtime due to management refusing to allow the Grievant to work 8 hours on his assignment.

70. Informal A. 53-11-KA74. The 8 hours of AWOL is hereby changed to 8 hours of paid sick leave.

71. Formal A. 53-11-MS05. The two 1017-B entries (unauthorized overtime) for 25 units and 17 units are hereby removed from the Grievant’s 1017-B log.

72. Formal A. 53-11-MS61. The 7.75 hours of AWOL is hereby changed to 7.75 hours of paid sick leave.

73. 53-11-MB01. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Eleven NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 13.16 hours and 11 ODL’s are hereby awarded a total of 13.16 hours at their penalty or overtime rate as applicable. (Approximate cost $1,605)

74. 53-11-SMS22. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). One NON-ODL is hereby awarded an ADDITIONAL 250 PERCENT for 1.27 hours and 2 ODL’s are hereby awarded a total of 1.27 hours at their penalty or overtime rate as applicable. (Approximate cost $155)

75. 53-11-MS95. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Six NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 6.46 hours and eight ODL’s are hereby awarded a total of 6.46 hours at their penalty or overtime rate as applicable. (Approximate cost $788)

76. 53-11-MS91. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Eight NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 9.89 hours and eight ODL’s are hereby awarded a total of 9.89 hours at their penalty or overtime rate as applicable. (Approximate cost $1207)

77. 53-11-MS96. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Ten NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 12.37 hours and ten ODL’s are hereby awarded a total of 12.37 hours at their penalty or overtime rate as applicable. (Approximate cost $1509)

78. 53-11-SMS24. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Eight NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 14.38 hours and eight ODL’s are hereby awarded a total of 14.38 hours at their penalty or overtime rate as applicable. (Approximate cost $1754)

79. 53-11-MS80. Informal A. Grievant, a PTF, is hereby awarded an additional 50 percent for the 45 units he was worked off his opt.

80. 53-11-KA06. Informal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP.

81. 53-11-SMS15. Informal 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.

82. 53-11-MS31. ARBITRATION. Management will cease and desist delaying the posting of routes past the limit of 14 days.

83. 53-11-SMS28. Formal A. Management will cease and desist instructing Carriers what they may write in block J of form 3996, other than “ heavy mail”. Carriers are entitled to explain their rationale for overtime without interference from management. Future violations will result in a monetary remedy as this has previously been resolved at the Step B level.

84. 53-11-SMS26. Formal A. Henceforth, management will provide Employees copies of CA-1/CA-17’s upon request.

85. 53-11-SMS21. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Two NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 1.44 hours and one ODL is hereby awarded a total of 14.44 hours at their penalty or overtime rate as applicable. (Approximate cost $176)

86. 53-11-KA77. Informal A. The 8 hours of AWOL is hereby changed to 8 hours of paid sick leave.

87. 53-11-KA78. Informal A. The 8 hours of EAL is hereby changed to 8 hours of paid sick leave.

88. 53-10-MS75. PRE-ARB. Management temporarily suspended the Grievant’s driving privileges in violation of Article 29. Grievant is awarded a lump sum of $400.00.

89. 53-11-MS35. Informal A. Management worked the following ODL’s past the 12 hour daily limit. The ODL’s are hereby awarded an additional 50 percent for all hours worked past 12. (12.29 hours, 12.34, 12.48, 12.95, 12.23, 12.59, 12.25, 12.50, 13.00, 13.08, 12.19, 12.18, 12.98, 12.61, 12.80, 12.96, 12.08, and 12.32 hours.)
90. 53-11-SMS13. Informal A. Management separated the bulk mail from the other mail at the Carrier’s case. Management will cease and desist doing craft work.

91. 53-11-MS81. Informal A. The 8 hours of LWOP is hereby changed to 8 hours of paid sick leave.

92. 53-11-SMS16. Informal A. Grievant is awarded 8 hours of overtime and 1.25 hours of penalty pay due to management changing this unassigned regulars nonscheduled day. (Approximate cost $385)

93. 53-11-MS90. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Eleven NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 12.46 hours and eleven ODL’s are hereby awarded a total of 12.46 hours at their penalty or overtime rate as applicable. (Approximate cost $1520)

94. 53-11-MS89. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Nine NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 9.06 hours and seven ODL’s are hereby awarded a total of 9.06 hours at their penalty or overtime rate as applicable. (Approximate cost $1105)

95. 53-11-MS87. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Eleven NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 14.24 hours and eight ODL’s are hereby awarded a total of 14.24 hours at their penalty or overtime rate as applicable. (Approximate cost $1737)

96. 53-11-SMS14. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Eleven NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 14.92 hours and seven ODL’s are hereby awarded a total of 14.92 hours at their penalty or overtime rate as applicable. (Approximate cost $1820)

97. 53-11-MS84. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Five NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 6.01 hours and eight ODL’s are hereby awarded a total of 6.01 hours at their penalty or overtime rate as applicable. (Approximate cost $733)

98. 53-11-SMS18. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Twelve NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 17.68 hours and eight ODL’s are hereby awarded a total of 17.68 hours at their penalty or overtime rate as applicable. (Approximate cost $2157)

99. 53-11-SMS19. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (Overtime rules). Twelve NON-ODL’s are hereby awarded an ADDITIONAL 250 PERCENT for a total of 14.39 hours and seven ODL’s are hereby awarded a total of 14.39 hours at their penalty or overtime rate as applicable. (Approximate cost $1756)

**POTOMAC/ROCKVILLE MAIN**

We could not summarize the Potomac and Rockville Main Office grievances due to space limitations. These two offices generated approximately 400 grievances. These will appear in the next issue of Unity as will any grievances brought up to the Union office after December.

**PIKE ANNEX**

1. 52-2011-MC26. Informal A. REMOVAL alleging numerous driving violations including a ticket from Montgomery County police citing negligent driving in careless and imprudent manner endangering property, life and person is reduced to a 14 DAY PAPER SUSPENSION.

2. 52-2011-MC25. Formal A. REMOVAL alleging that the Grievant backed into a stationary object and failed to report the accident and parked in a “Handicapped Only” spot is reduced to a 7 DAY PAPER SUSPENSION and further reduced from two years to one year in OPF.

3. 52-11-MC45. Formal A. 14 DAY SUSPENSION alleging that the Grievant was out of the vehicle with the vehicle running is reduced to a 6 month Letter of Warning.

4. 52-2011-MC32. STEP B. 14 DAY SUSPENSION alleging that the Grievant lost an Arrow Key is reduced to a Letter of Warning.

5. 52-2011-TA57. Informal A. 14 SUSPENSION alleging that the Grievant had an at fault vehicle accident is reduced to a one year 7 DAY PAPER SUSPENSION.

6. 52-2011-MC21. STEP B. 14 DAY SUSPENSION alleging unauthorized overtime is rescinded.

7. 52-2011-MC53. Formal A. 14 DAY SUSPENSION alleging that the Grievant failed to wear the seat belt is reduced to a one year Letter of Warning.

8. 52-2011-MC63. Formal A. 7 DAY SUSPENSION alleging that the Grievant failed to scan 8 Delivery Confirmation pieces in one day is reduced to a discussion.

9. 52-2011-MC37. Informal A. 7 DAY SUSPENSION alleging that the Grievant failed to scan a Delivery Confirmation piece is reduced to a discussion.

10. 52-2011-TA100. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime is reduced to a three month Letter of Warning.

11. 52-2011-TA58. Informal A. Letter of Warning alleging a
failure to deliver an express mail piece by noon (12:39) is rescinded.

12. 52-2011-TA68. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by noon is rescinded.

13. 52-2011-TA62. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

14. 52-2011-TA60. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

15. 52-2011-MC48. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

16. 52-2011-MC49. Informal A. Letter of Warning alleging a failure to scan two Delivery Confirmation pieces is reduced to a discussion.

17. 52-2011-TA69. Informal A. Letter of Warning alleging a failure to scan two Delivery Confirmation pieces is reduced to a discussion.

18. 52-2011-TA71. Informal A. Letter of Warning alleging 67 units of unauthorized overtime is rescinded and the 1017-B entry for 67 units is hereby removed from the Grievant's 1017-B log.

19. 52-2011-TA65. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is rescinded.

20. 52-2011-TA74. Informal A. Letter of Warning alleging a refusal to work mandatory overtime is reduced to 6 months in the Grievant's OPF. Management also agrees not to cite this discipline as a prior element in any subsequent discipline, unless the charge is “Failure To Follow Instructions.”

21. 52-2011-TA86. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (12:10) is rescinded.

22. 52-2011-TA76. Informal A. Letter of Warning alleging a failure to scan two Delivery Confirmation pieces is reduced to a discussion.

23. 52-2011-TA66. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

24. 52-2011-TA72. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

25. 52-2011-TA77. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

26. 52-2011-MC33. Formal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

27. 52-2011-MC31. Informal A. Letter of Warning alleging a failure to scan two Delivery Confirmation pieces is reduced to a discussion.

28. 52-2011-MC62. Informal A. Letter of Warning alleging a failure to scan the Red Plum (Marriage Mail) is reduced to a discussion.

29. 52-2011-MC57. Informal A. Letter of Warning alleging a failure to scan the Red Plum (Marriage Mail) is reduced to a discussion.

30. 52-2011-MC61. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

31. 52-2011-MC51. STEP B. Letter of Warning alleging 1.49 hours of unauthorized overtime is reduced to one year in the Grievant's OPF.

32. 52-2011-MC52. Formal A. Letter of Warning alleging a failure to scan three Delivery Confirmation pieces is reduced to a discussion.

33. 52-2011-MC30. Informal A. Letter of Warning alleging a failure to scan an MSP barcode is reduced to a discussion.

34. 52-2011-TA59. Formal A. Letter of Warning alleging a failure to scan a closed business Delivery Confirmation piece is reduced to a discussion.

35. 52-2011-TA61. Formal A. Letter of Warning alleging a failure to scan two Delivery Confirmation pieces is reduced to a discussion.

36. 52-2011-MC40. Formal A. Letter of Warning alleging that the Grievant was driving with the drivers side door open is reduced to one year in OPF. If the Grievant has no at fault accidents in the next 6 months, the Letter of Warning will be rescinded.

37. 52-2011-MC29. Informal A. Letter of Warning alleging a failure to scan three Delivery Confirmation pieces is reduced to a discussion.

38. 52-2011-MC28. Informal A. Letter of Warning alleging a failure to scan three Delivery Confirmation pieces is reduced to a discussion.

39. 52-2011-MC28. Informal A. Letter of Warning alleging a failure to scan an MSP barcode and a Delivery Confirmation piece is reduced to a discussion.

40. 52-2011-MC41. Informal A. Letter of Warning alleging Delivery Confirmation scan failure reduced to a discussion.
41. 52-2011-MC39. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

42. 52-2011-MC42. Informal A. Letter of Warning alleging a failure to scan an MSP barcode is reduced to a discussion.

43. 52-2011-MC36. Informal A. Letter of Warning alleging a failure to scan an MSP barcode is reduced to a discussion.

44. 52-2011-MC35. Informal A. Letter of Warning alleging a failure to scan two MSP barcodes is reduced to a discussion.

45. 52-2011-MC34. Informal A. Letter of Warning alleging a failure to scan an MSP barcode is reduced to a discussion.

46. 52-2011-TA11. Informal A. Letter of Warning alleging that the Grievant combined their lunch with their break and took lunch after 2:00pm is reduced to 6 months in OPF. Management agrees not to cite this discipline as a prior element in any subsequent discipline, unless the charge is “Combining lunch with a ten minute street break.”

47. 52-2011-TA36. Informal A. Letter of Warning alleging poor attendance is reduced to one year in OPF.

48. 52-2011-TA39. Formal A. Letter of Warning alleging poor attendance is reduced to one year in OPF.

49. 52-2011-TA40. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

50. 52-2011-TA15. STEP B. Letter of Warning for getting injured on the job is rescinded.

51. 52-2011-TA48. Informal A. Letter of Warning alleging a failure to scan two Delivery Confirmation pieces is reduced to six months in OPF.

52. 52-2011-TA47. Informal A. Letter of Warning alleging a failure to scan the Red Plum (Marriage Mail) is rescinded.

53. 52-2011-TA20. Formal A. Letter of Warning alleging complaints from a customer is reduced to one year in OPF.

54. 52-2011-TA21. Formal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (12.06) is rescinded.

55. 52-2011-MC58. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of paid sick leave.

56. 52-2011-TA81. Informal A. After a Shop Steward has submitted an information request for a Grievant, management will cease and desist asking the Carrier about the grievance. This is an Unfair Labor Practice.

57. 52-2011-TA84. Informal A. Management will cease and desist presenting arguments about active grievances during Stand-up Talks.

58. 52-2011-TA80. Formal A. Auxiliary route 052080 will undergo a six day mail count and be posted for bid if it is established that it is an 8 hour assignment.

59. 52-2011-TA78. Informal A. Grievant, a T-6 Work Assignment Carrier, did not get the overtime on the swing before the ODL. We withdrew the grievance when management agreed to pay the T-6 Carrier one hour of overtime.

60. 52-2011-TA79. Informal A. Grievant, a T-6 Work Assignment Carrier, did not get the overtime on the swing before the ODL. We withdrew the grievance when management agreed to pay the T-6 Carrier two hours of overtime.

61. 52-2011-MC44. STEP B from Richmond, VA. Management required medical documentation for a two day absence. Grievant had an approved FMLA condition. We argued that the documentation requirement was the same as someone who did not have FMLA protection. Our agreement states; 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.

We were seeking the physician fee reimbursed and the mileage to and from the physician’s office reimbursed. Resolved; Grievance denied. Note* This is a poor decision and inconsistent with our Union’s national policy.

62. 52-2011-TA14. STEP B. We argued that the management charge of “UNSATISFACTORY WORK PERFORMANCE” is not an acceptable charge in and of itself and that any discipline letters citing the above should be dismissed. Resolved; Grievance denied.

63. 52-2011-TA67. Informal A. Management was using DOIS to project a Carriers workload. Resolved; Management will comply with Article 34 of the National Agreement “A Fair Days Work For a Fair Days Pay.” Also, management will comply with M-01769; DOIS projections are not the sole determinant of a Carrier’s leaving or return time, or daily workload.

64. 52-2011-TA64. Informal A. Management will forward the Grievant’s paycheck to his temporary station. Furthermore, Management will mail the Grievant’s paycheck to his residence when requested.
65. 52-2011-MC27. STEP B. ESCALATING REMEDY. Management violated Article 8 Section 5G of the National Agreement (Overtime rules.) Therefore, the following NON-ODL’s are hereby paid an additional 250 percent of their base rate for a total of 2.56 hours and three ODL’s are hereby paid a total of 2.56 hours of overtime/penalty pay as applicable. TOTAL PAYMENT- $256.01

66. 52-2011-TA54. Informal A. Time will be granted to complete the back-up of mark-up mail and time will be granted for labels for the apartments on this route.

67. 52-2011-TA56. Informal A. Management will provide the information requested by the Union today.

68. 52-2011-TA52. Informal A. Management will make every effort to enforce the rules consistently and equitably.

69. 52-2011-TA45. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of paid sick leave.

70. 52-2011-TA51. Formal A. Management will make every effort to enforce the rules consistently and equitably.

71. 52-2011-TA46. STEP B. Management will cease and desist prohibiting Carriers from writing “Late Leaving” as a reason for overtime on their 3996’s. Management is also put on notice to stop telling Carriers what they can write on their 3996’s!

72. 52-2011-TA44. STEP B. We again grieved management keeping duplicate files on Carriers and again the grievance was denied stating the we did not provide sufficient documentation to prove that management was keeping duplicate files.

73. 52-2011-TA16. Formal A. The 10.19 hours of AWOL is hereby changed to 10.19 hours of paid sick leave.

74. 52-2011-MC17. STEP B. This was a complex Work Assignment issue where the Grievant was the Shop Steward. Grievance was denied.

75. 52-2011-MC18. Formal A. Management will cease and desist violating the Rockville Union time policy which states; 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 the Postmaster who will call Kenneth Lerch and a mutually agreeable time will be worked out consistent with the spirit and intent of good-faith bargaining.

76. 52-2011-MC23. STEP B. The 1017-B entry (unauthorized overtime) for 5.25 hours is hereby deleted from the Grievant’s 1017-B log. Yes, the Carrier worked 13.25 hours on this day!

77. 52-2011-TA25. Informal A. Management will work the T-6 Carrier in their normal rotation.

78. 52-2011-TA46. Informal A. Letter of Warning alleging a failure to scan two Delivery Confirmation pieces is reduced to a discussion.

79. 52-2011-MC19. Formal A. Management will cease and desist instructing the Shop Steward to refrain from writing Union time as a reason for overtime on their 3996.

80. 52-2011-MC22. Formal A. The 1017-B entry (unauthorized overtime) for 1.44 hours is hereby deleted from the Grievant’s 1017-B log.

81. 52-2011-TA49. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

82. 52-2011-TA42. Informal 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. The Grievant will be treated with dignity and respect when calling back.

83. 52-2011-TA50. Informal A. Letter of Warning alleging a failure to scan a Delivery Confirmation piece is reduced to a discussion.

84. 52-2011-MC3. PRE-ARB. Management temporarily suspended the Grievant’s driving privileges after a vehicle accident in violation of Article 29. Grievant is awarded a lump sum of $250.00.

85. 52-2011-TA10. STEP B. Grievant tried to bid on an opt outside of his unit. Grievance denied.

86. 52-2011-TA17. Formal A. The 1017-B entry (unauthorized overtime) for 94 units will be deleted from the Grievant’s 1017-B log 6 months from the day entered.

87. 52-2011-TA34. Informal A. Management will cease and desist instructing some Carriers to case DPS. This work rule must be applied equitably.

88. 52-2011-TA37. Formal A. The 1017-B entry (unauthorized overtime) for 8 units is hereby deleted from the Grievant’s 1017-B log. What a shame to treat the senior Carrier in all of Rockville like this!

89. 52-2011-TA41. Informal A. Letter of Warning alleging unauthorized overtime is hereby rescinded.
Six ODL’s are hereby awarded a total of $990.00 due to inequitable distribution of overtime.

**DERWOOD**

1. 55-11-AP31. Informal A. 14 DAY SUSPENSION alleging unauthorized overtime is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF.

2. 55-11-AP22. STEP B. 14 DAY SUSPENSION alleging a failure to wear his seat belt is reduced to a Letter of Warning.

3. 55-11-AP14. Formal A. 7 DAY SUSPENSION alleging poor attendance is reduced to 16 months in OPF.

4. 55-11-KL02. STEP B. 7 DAY SUSPENSION alleging that the Grievant left 17 pieces of first class in the hot case, left shoppers at the case without authorization and failed to complete a 1571, came back from the route to complete a 3996, speeded in a postal vehicle, failed to wear the seat belt, failed to curb the wheels, failed to lock the tray side door and was observed collating FSS mail into one bundle on the street. Resolved; The 7 DAY SUSPENSION is reduced to one year in OPF.

5. 55-11-AP21. STEP B. 7 DAY SUSPENSION alleging that the Grievant could not produce a valid drivers license, failed to complete a 3996 and used 3.42 hours of unauthorized overtime, failed to scan any of the twelve MSP barcodes, failed to input the correct route number on ETC, and failed to input proper clockrings for the day. Resolved; The 7 DAY SUSPENSION is reduced to a discussion.

6. 55-11-AP23. STEP B. 7 DAY SUSPENSION alleging that the Grievant failed to input the correct route number in the ETC on three consecutive days and failed to input correct clockrings on three consecutive days is reduced to one year in OPF.

7. 55-11-AP36. Informal A. Letter of Warning alleging a failure to scan the Red Plum is reduced to a discussion.

8. 55-11-AP08. Formal A. Letter of Warning for getting injured on duty is rescinded.

9. 55-11-SMS8. Formal A. This was a grievance concerning the 60 day reviews after an FSS adjustment. Resolved; The Carriers will get more time to deliver the routes (Street times will be changed) as appropriate.

10. 55-11-AP20 and 55-11-AP19. STEP B. ESCALATING REMEDY. Management violated Article 8 Section 5G of the National Agreement. Therefore, the NON-ODL’s are hereby paid an additional 250 percent of their base rate and the ODL’S are paid at their applicable overtime or penalty pay rate. Seven employees were paid a total of $786.65.

11. 55-11-KW02. Formal 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. (13.10 hours, 13.90 hours, 12.61 hours, 12.35 hours, 12.83 hours and 12.87 hours.)

12. 55-11-AP12. STEP B. Grievant was removed from his bid assignment (57 days and counting at the time of the appeal to STEP B) due to serious allegations by management. Resolved; Management did not violate the contract.

13. 55-11-AP27. 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 for 53 units and an ODL is hereby paid 53 units of overtime.

14. 55-11-AP30. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G of the National Agreement. Therefore, two NON-ODL’s are hereby paid an additional 250 percent of their base rate for a total of 2.75 hours and two ODL’S are paid at their applicable overtime or penalty pay rate for a total of 2.75 hours (Mostly penalty pay).

15. 55-11-AP26. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G of the National Agreement. Therefore, four NON-ODL’s are hereby paid an additional 250 percent of their base rate for a total of 4.54 hours and four ODL’S are paid at their applicable overtime or penalty pay rate for a total of 4.54 hours (Mostly penalty pay).


17. 55-11-AP32. Formal A. Grievant is not getting her uniform allowance. Resolved; Grievant will meet with the Station Manager to fill out an official Uniform Vendor letter within 7 days and will be provided four quarters of uniform allowance.

18. 55-11-KW03. Informal A. The 72 hours of AWOL is hereby changed to 72 hours of LWOP.

**DAMASCUS**

1. 72-11-ST28. Formal A. 14 DAY SUSPENSION alleging poor attendance is reduced to a Letter of Warning.

2. 72-11-ST35. Formal A. 14 DAY SUSPENSION alleging 1.29 hours of AWOL and 69 units of unauthorized overtime is reduced to 16 months in OPF.

3. 72-11-ST40. Formal A. 14 DAY SUSPENSION alleging a failure to scan the hot case is rescinded.

4. 72-11-ST41. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime and curtailing marriage mail without authorization is reduced to one year in OPF.

5. 72-11-ST49. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by the deadline is reduced to 30 days in OPF.
6. 72-11-ST26. Informal A. Letter of Warning alleging a failure to scan the hot case is rescinded.

7. 72-11-ST27. Informal A. Letter of Warning alleging a failure to scan two MSP barcodes is reduced to 3 months in OPF.

8. 72-11-ST16. Formal A. Letter of Warning alleging four tardies in a month is reduced to 3 months in OPF.

9. 72-11-ST33. Formal A. Letter of Warning alleging a failure to scan a MSP barcode is reduced to 2 months in OPF.

10. 72-11-ST32. Formal A. Letter of Warning alleging a failure to scan a MSP barcode is reduced to 2 months in OPF.

11. 72-11-ST24. Informal A. Letter of Warning alleging a failure to scan a MSP barcode is reduced to 3 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.”

12. 72-11-ST25. Formal A. Letter of Warning alleging four tardies in 9 weeks is reduced to one year in OPF.

13. 72-11-ST23. Formal A. Letter of Warning alleging 14 units of unauthorized overtime is reduced to 5 months in OPF.

14. 72-11-ST46. Formal A. Letter of Warning alleging a failure to scan a MSP barcode is rescinded.

15. 72-11-ST45. Formal A. Letter of Warning alleging a failure to scan a MSP barcode is rescinded.

16. 72-11-ST42. Formal A. The 1017-B entry (unauthorized overtime) is hereby deleted from the Grievant’s 1017-B log.

17. 72-11-ST47. Informal A. The 1017-B entry (unauthorized overtime) is hereby deleted from the Grievant’s 1017-B log.

18. 72-11-ST43. Formal A. The 1017-B entry (unauthorized overtime) will remain in the Grievant’s 1017-B log.

19. 72-11-ST41. Formal A. The SEVENTEEN 1017-B entries (unauthorized overtime) are hereby deleted from the Grievant’s 1017-B log except three of the entries.

20. 72-11-ST29. Formal A. The 2.29 hours of LWOP is hereby changed to 2.29 hours of sick leave.

21. 72-11-ST22. STEP B. The PTF is hereby paid $55.50 for the time it took traveling from Damascus to Bethesda. Local management had refused to pay the Grievant.

22. 72-10-ST24. PRE-ARB. The MPOO had treated one of our members without dignity and respect. We told management that we wanted to interview the MPOO. Management told us to put the questions in writing and the MPOO would respond. We grieved that and the STEP B team sustained the grievance stating that we have the right to a face to face interview with the MPOO.

23. 72-11-ST17. Formal A. The 1017-B entry (unauthorized overtime) is hereby deleted from the Grievant’s 1017-B log.

24. 72-11-ST14. STEP B. Grievant’s Voyager card would not work so the Grievant used his own money to gas up the Postal vehicle at a cost of $24.44. We argued that the USPS should reimburse the Grievant. Resolved: The USPS does not have to reimburse the Grievant.

25. 72-11-ST34. Informal A. Letter of Warning alleging a missed MSP scan is hereby rescinded.

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DIAMOND FARMS

1. 78-11-MA58. Informal A. 14 DAY SUSPENSION alleging unauthorized overtime and deviation is reduced to a Letter of Warning and further reduced from two years to one year in OPF.

2. 78-11-MA22. Formal A. 14 DAY SUSPENSION alleging that the Grievant left mail in the vehicle is reduced to a 7 DAY PAPER SUSPENSION.


4. 78-11-MA52. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

5. 78-11-MA55. Informal A. Letter of Warning alleging poor attendance is rescinded.

6. 78-11-MA53. Informal A. Letter of Warning alleging poor attendance is rescinded.

7. 78-11-MA51. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is reduced to 6 months in OPF.

8. 78-11-MA54. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

9. 78-11-MA50. Informal A. Letter of Warning alleging a failure to deliver express mail by noon (12:02pm) is reduced to 9 months in OPF.

10. 78-10-MA38. PRE-ARB A. 14 DAY SUSPENSION alleging a threat towards management is rescinded.

11. 78-10-MA37. PRE-ARB A. 14 DAY SUSPENSION alleging a threat towards management is reduced to a Letter of Warning.
12. 78-11-MA26. Formal A. 14 DAY SUSPENSION alleging that the Grievant failed to lock the vehicle while delivering a relay, parked in a No Parking Zone, failed to deliver the route in the proper sequence and missed many MSP scans is reduced to a discussion.

13. 78-11-MA27. Informal A. 7 DAY SUSPENSION alleging an at fault backing accident is reduced to a 7 DAY PAPER SUSPENSION and further reduced from two years to one year in OPF.

14. 78-11-MA39. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is reduced to a discussion.

15. 78-11-MA36. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is reduced to a discussion.

16. 78-11-MA34. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is reduced to a discussion.

17. 78-11-MA32. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is reduced to a discussion.

18. 78-11-MA33. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is reduced to a discussion.

19. 78-11-MA38. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is reduced to a discussion.

20. 78-11-MA43. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is rescinded.

21. 78-11-MA24. Formal A. Letter of Warning alleging a failure to deliver express mail by noon (12:12pm) is reduced to a discussion.

22. 78-10-CC1026. PRE-ARB. Letter of Warning alleging unacceptable conduct is reduced to one year in OPF.

23. 78-11-MA18. Formal A. Letter of Warning alleging poor attendance is reduced to 9 months in OPF.


25. 78-11-MA31. Informal A. Letter of Warning alleging unauthorized overtime is reduced to 3 months in OPF.

26. 78-11-MA29. Informal A. Letter of Warning alleging unauthorized overtime is reduced to 3 months in OPF.

27. 78-11-MA28. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is reduced to 6 months in OPF.

28. 78-11-MA21. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

29. 78-11-MA42. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is rescinded.

30. 78-11-MA44. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is rescinded.

31. 78-11-MA45. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is rescinded.

32. 78-11-MA41. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is rescinded.

33. 78-11-MA46. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is rescinded.

34. 78-11-MA35. Informal A. Letter of Warning alleging a failure to scan the marriage mail barcode is rescinded.

35. 78-10-MH06. Formal A. Management will cease and desist assigning work to 10 hour preference ODL's when there are 12 hour preference ODL's available.

36. 78-11-MA20. Formal A. Management failed to process the Grievant's CA-7 within 5 days. Resolved; All CA-7's will be sent directly to the Postal Service HRM office, by the employee, for timely processing.

37. 78-11-MA28. Formal A. A PTF is awarded 3.49 hours of overtime pay due to management pulling the Grievant off an opt.

38. 78-11-MA25. Formal A. Two ODL'S are awarded a total of 7 hours of overtime due to inequitable distribution of overtime ($275.72).

39. 78-10-MA42. PRE-ARB. Management will cease and desist violating the JARAP process or future alternate route adjustment processes. Management will cease and desist instructing Carriers to be dishonest when engaged in official Postal business. Management will cease and desist making direct and indirect statements that can be perceived by employees to be threatening.

40. 78-10-MH03. PRE-ARB. Management discontinued Limited Duty. Grievance was withdrawn at PRE-ARB.

GERMANTOWN

1. 74-11-ML06. Formal A. REMOVAL alleging a preventable vehicular accident is reduced to a 14 DAY PAPER SUSPENSION with 5 of the days resulting in a loss of pay.

2. 74-11-ML4. Informal A. REMOVAL alleging several missed MSP scans and an admission by the Grievant that she had made duplicate copies of the barcodes is reduced to a 7 DAY PAPER SUSPENSION.
1. 77-11-CC39. Informal A. 14 DAY SUSPENSION alleging IMPROPER CONDUCT on the workroom floor is rescinded.

2. 77-11-CC35. Formal A. 7 DAY SUSPENSION alleging IMPROPER CONDUCT on the workroom floor is reduced to a discussion.

3. 77-11-CC29. Informal A. 7 DAY SUSPENSION alleging IMPROPER CONDUCT on the workroom floor is reduced to a Letter of Warning and further reduced on one year in OPF.

4. 77-11-CC24. Informal A. Letter of Warning alleging 2 missed MSP scans is reduced to a discussion.

5. 77-11-CC25. Informal A. Letter of Warning alleging 1 missed MSP scan is reduced to a discussion.

6. 77-11-CC26. Informal A. Letter of Warning alleging 1 missed MSP scan is reduced to a discussion.

7. 77-11-CC27. Informal A. Letter of Warning alleging 1 missed MSP scan is reduced to a discussion.

8. 77-11-CC23. Informal A. Letter of Warning alleging 1 missed MSP scan is reduced to a discussion.

9. 77-11-VF45. Informal A. Letter of Warning alleging 2 missed MSP scans is reduced to a discussion.

10. 77-11-VF40. Informal A. Letter of Warning alleging a missed marriage mail scan is reduced to a discussion.

11. 77-11-VF42. Informal A. Letter of Warning alleging a missed marriage mail scan is reduced to a discussion.

12. 77-11-VF38. Informal A. Letter of Warning alleging a missed marriage mail scan is reduced to a discussion.
13. 79-11-VF41. Informal A. Letter of Warning alleging a missed marriage mail scan is reduced to a discussion.

14. 79-11-VF40. Informal A. Letter of Warning alleging that the Grievant delivered express mail after noon (1538) is reduced to a discussion.

15. 79-11-VF22. Informal A. Letter of Warning alleging that the Grievant failed to attempt or deliver express mail is reduced to a discussion.

16. 79-11-VF07. Formal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.

17. 79-11-VF25. Informal A. Letter of Warning alleging 2 missed MSP scans is reduced to a discussion.

18. 79-11-VF23. Informal A. Letter of Warning alleging 2 missed MSP scans is reduced to a discussion.

19. 79-11-VF20. Informal A. Letter of Warning alleging 1 missed MSP scan is reduced to a discussion.

20. 79-11-CC13. Informal A. Letter of Warning alleging 1 missed MSP scan is reduced to a discussion.

21. 79-11-VF18. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

22. 79-11-VF35. Informal A. ESCALATING REMEDY. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 7.15 hours of overtime and are hereby awarded an additional 200 percent. The ODL’S are hereby awarded a total of 7.15 hours of overtime.

23. 79-11-VF34. Informal A. ESCALATING REMEDY. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 1.07 hours of overtime and are hereby awarded an additional 200 percent. The ODL’S are hereby awarded a total of 1.07 hours of overtime.

24. 79-11-VF33. Informal A. Management will pay one hour of overtime to an ODL designated by the Union due to management performing craft work (Inter-Station run).

25. 79-11-VF37. Informal A. Management will provide information to the Union within 24 hours and will provide Union time within 24 hours.

26. 79-11-CC20. Informal A. ESCALATING REMEDY. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 1.75 hours of overtime and are hereby awarded an additional 200 percent. The ODL’S are hereby awarded a total of 1.75 hours of overtime.

27. 79-11-CC21. Formal A. Management failed to post an assignment timely. The eventual successful bidder is hereby awarded a lump sum of $200.00

28. 79-11-CC28. Informal A. Six ODL’S are hereby awarded a total of 48 hours of overtime due to inequitable distribution of overtime ($1,920.00)

29. 79-11-CC22. Informal A. Management will cease and desist failing to post routes timely.

30. 79-11-VF08. Informal A. Management will ensure that a clerk will be available to clear Carriers of their accountables. When Carriers are delayed at the accountable cage, the 1017-B entries (unauthorized overtime) will be deleted from their 1017-B logs.

31. 79-11-VF10 Informal A. ESCALATING REMEDY. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 3.23 hours of overtime and are hereby awarded an additional 200 percent. The ODL’S are hereby awarded a total of 3.23 hours of overtime.

32. 79-11-CC42. Formal A. Management will cease and desist failing to provide the Union with copies of postings and bid awards.

33. 79-11-CC41. Formal A. The successful bidder notice for the route in question will be posted within 5 days. The successful bidder will be placed in the assignment within 17 days.

34. 79-11-CC36. Formal A. Management refused to allow the Grievant to start at his starting time. Resolved; Grievant is awarded 50 units of overtime.

35. 79-11-VF21. Formal A. Management will cease and desist delaying Carrier review/mark-up mail.

36. 79-11-VF32 Informal A. ESCALATING REMEDY. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 1.42 hours of overtime and are hereby awarded an additional 200 percent. The ODL’S are hereby awarded a total of 1.42 hours of overtime.

37. 79-11-VF30. Informal A. Management violated the LMU concerning cancellations of vacation and postings. The week will be posted.

38. 79-11-VF12. Informal A. T-6’s will work 8 hours on the scheduled route unless there is undue time.

39. 79-11-VF29. Informal A. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 4.89 hours of overtime and are hereby awarded an additional 150 percent. The ODL’S are hereby awarded a total of 4.89 hours of overtime. Future violations will result in an escalating remedy for the NON-ODL’S (AN ADDITIONAL 200 PERCENT).

40. 79-11-CC04. STEP B. We took the position that Management acted in bad faith concerning a Formal A settlement where a regular went to another Installation as a result of a REMOVAL settlement and was changed to a PTF. Grievance was denied.

41. 79-11-VF09. Informal A. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 5.69 hours of overtime and are hereby awarded an additional 150 percent. The ODL’S are hereby awarded a total of 5.69 hours of overtime.

42. 79-11-VF17. Informal A. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 2.33 hours of overtime and are hereby awarded an additional 150 percent. The ODL’S are hereby awarded a total of 2.33 hours of overtime.

43. 79-11-VF15. Informal A. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 1.83 hours of overtime and are hereby
awarded an additional 150 percent. The ODL’S are hereby awarded a total of 1.83 hours of overtime.

44. 79-11-VF13. Informal A. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 44 units of overtime and are hereby awarded an additional 150 percent. The ODL’S are hereby awarded a total of 44 units of overtime.

45. 79-11-CC33. Informal A. ESCALATING REMEDY. Management worked NON-ODL’S overtime in violation of Article 8 Section 5G (overtime rules). The NON-ODL’S worked a total of 1.90 hours of overtime and are hereby awarded an additional 200 percent. The ODL’S are hereby awarded a total of 1.90 hours of overtime.

46. 79-11-CC37. Informal A. Carriers unable to complete their assignment in the authorized time will call back to the office by 3:30 pm or as soon as they become aware that they will be unable to complete their assignment in the allotted time. Supervisors may ask the reason for needing the additional time, but performance related discussions will not take place during such a call. Supervisors will inform the Carrier calling back to continue to carry the mail, return to the office with mail, or that assistance will be sent to them. If the Carrier is instructed to continue mail delivery, inherent in that instruction is that the time necessary to complete their assignment will be authorized, unless the Carrier does not have a reason for needing the additional time.

47. 79-11-VF39. Informal A. Letter of Warning alleging a missed marriage mail scan is reduced to a discussion.

**INSTALLATION-WIDE ROCKVILLE**

1. 53-11-MS31. ARBITRATION. Management will cease and desist delaying the posting of routes past the limit of 14 days.

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**Viktor Fraker**

**Shop Steward**

**Local 3825**

I have noticed in our office that some of the same things that get carriers in trouble continue to happen. The biggest thing still is intimidation tactics and misinformation from the AM Delivery Supervisor and the 204B. These potential problems can always be addressed simply because we know that DOIS is merely a tool made up by management for management.

When the Supervisor tells you to be back in 8 or you have under time, it does not mean to skip breaks, skip lunch or compromise safety just because the Supervisor is reading from DOIS. You should always fill out a 3996 form line J in the event that you think your going to use overtime. Doing the right thing every time takes time. Do not fall in to the trap.

Your 3996 should be filled out at the time when all mail is up and you have received your accountables. This is a bluff from management to make their numbers. People come before numbers.

The reason I say this is because I have a friend in Laurel who was expecting an overnight package via the Postal Service (medicine) and a substitute or TE just put a 3849 in his mail box and left. What went wrong with this event is that the carrier never took the time to knock on the Door or ring the door bell and finish the transaction.

My friend is disabled and is always home and owns three dogs. This was a huge mistake, but I can’t help but think that the carrier was either new or under pressure from Management to be back in 8 hours. These are some of the things that destroy our Postal Service.

This is another Management tactic to satisfy the higher ups. (Postmasters and MPOUs) The purpose of these tactics is to give bad service to the patrons. This way people like Congressman Issa in Congress can say the USPS can’t handle the job so we have to privatize. If that happened they most likely would kill all the Unions first and raise the price of everything. As carriers, would you do this job for 7.25$ per hour. There would be no benefits over time vacation time or anything like we now enjoy.

I say support your Union, because the Union has over the years got us all the the things that we take for granted. Most carriers say I don’t have the time or that’s what I pay due’s for. If we don’t stick together and fight this thing, then the Privatize People will get what they want. Is your Job worth showing up at a few meetings and getting the real Information or would you like to say goodbye to your middle class job as we know it?

The NALC is here to Help You. You got to show to know. Let’s face it folks, we are in the fight of our lives.
An Unbelievable Story
by Tim Dowdy, NALC National Business Agent

It's a story line which, if peddled to Hollywood producers, would likely receive a consensus reply from the movie industry of, “no thanks, you’ll have to change it ---- it's definitely not believable.” The factual story line of what is taking place with the U.S. Postal Service defies logic and belief.

The agency is in catastrophic debt, at its borrowing limit under the law, and soon to run out of money to pay its creditors and employees. It has proposed closing down hundreds of mail processing plants and thousands of post offices, plans to eliminate over 150,000 jobs, and has asked Congress to quickly change the law to allow it to do so.

Yet oddly, the Postal Service isn't really in debt at all --- it’s a victim of accounting gimmickry and congressional dysfunction. Depending on which study is to be credited, the Postal Service has paid $60-100 billion in overpayments and over funding of its retirement and health benefit obligations. This is rightfully the USPS' money, collecting dust in the U.S. Treasury. The USPS gets no taxpayer money, and now it can't get at its own money!

The truly unbelievable story plays out this way: Since 2006, when a new law by Congress required extremely onerous pre-funding of the future health benefits costs of people not yet hired or born, the Postal Service has been required to place $5 billion per year into the treasury for projected future employee costs. No other government agency and no private corporation has to do this, and not one could afford it. Pay 75 years of future costs in 10 years time, do it now.

So the Postal Service has had to borrow the $5 billion each year to place in that unnecessary fund, has had to pay interest on that borrowed money, and has reached it statutory debt ceiling, all to fund potential costs which may not exist 75 years from now, and for people not yet employed or born. It has billions of dollars in overpaid money parked in the CSRS and FERS coffers, and can't access its own money overpaid into those funds. So the Postmaster General has initiated radical cost cutting measures --- the process of dismantling the organization and eliminating thousands of jobs at a time of massive unemployment across the nation.

No, this isn’t a sophomoric (an unbelievable) fictional novel, it’s actually happening. The dependable old postal system, rated by Americans as their most trusted government agency for six years in a row now, is going under in this bizarre plot line the Congress set in motion. They're destroying the cheapest and most efficient postal system in the world. The Congress needs to detour off it current agenda --- political party dysfunction ---- at least long enough to undo the catastrophic damage it has imposed on the nation’s mail system.

Our little kids need to get their birthday cards, our uncles need to get their V.A. medicines promptly in the mail, our teens need to get their college scholarship replies, our soldiers need those handwritten love letters and care packages, and thousands of postal families’ jobs should not be lost to an artificial crisis. This unbelievable story needs a believable ending --- a good ending where the citizens and the country still have the best postal system the world has ever known.

Your move, Congress.