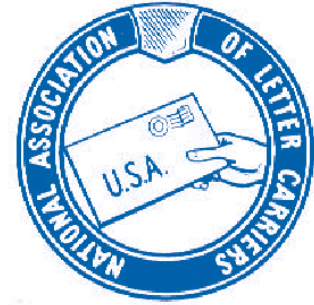


UNITY



Dare to Struggle, Dare to Win

BRANCH 3825

2000 and 2002 National Award Winner for General Excellence

Volume 27 #2 Summer, 2008

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

President's

Report



TRUMPED UP DISCIPLINE AND ESCALATING REMEDIES

I am continuing to see numerous disciplinary letters where management cites that the Carrier failed to call back to the Post Office to let management know that they were not going to be able to complete their assignment in the allotted time. Why is this happening? When we do call back to notify management that we can't complete all duties assigned, we win every single grievance and knock the discipline completely out of the Grievant's OPF. Here is one example out of numerous agreements reached with management concerning the call-back issue. (Carrier's unable to complete their assignments in the allotted time will call back by 3:00p.m. 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. The following day, the supervisor will ask the carrier why there was a need for additional time.)

The most common reason for having to call back is that the Carrier left late and management denied the assistance/overtime request on the 3996 in the morning.

The reason we included the language (or as soon as the Carrier becomes aware that they will be unable to complete their assignment in the authorized time) is as follows; Sometimes we are on schedule at 3:00pm, but something happens after 3:00pm which will prevent us from completing our assigned duties for the day in the authorized time. Reasons for this include, but are not limited to, DPS is out of order, accountable items, bump

is longer than planned, traffic, weather, etc... In the last 30 years we have not lost one single grievance, concerning discipline for unauthorized overtime, when the Carrier completed a 3996 and called back with a reason for not making it in the authorized time!

As of this writing, we are going through inspections at Twinbrook Station. Management believes that the router job can be eliminated there due to a reduction in mail volume and the downturn in the economy. If we document all of our line items we should be fine. Management is taking a real close look at our demonstrated ability on the street. This is why we should all carry mail as if the supervisor is behind us every day. If we take 7 hours on the street during the week of count and inspection and the average street time for the entire month of April is 6 hours and the 8 week timecard analysis indicates a 6 hour street time, you will not be receiving a 7 hour street time! I will not be able to convince an arbitrator that management should throw out all of their data concerning your demonstrated ability. **WORK THE RULES AND BE CONSISTENT!** If you do this you will be just fine.

We are continuing to achieve **QUINTUPLE TIME AND A QUARTER** for each hour of Article 8 Section 5G (overtime) violations in Rockville. The NON-ODL is receiving an additional 175 percent beyond the 150 percent already paid. That's **TRIPLE TIME AND A QUARTER**, plus the ODL is being paid double time for the time the NON-ODL worked. Now, if the NON-ODL is working past 10 hours on a regularly scheduled day or over 8 hours on a nonscheduled day, we are also winning an escalating remedy for Article 8 Section 5F violations. Currently, the remedy is at an additional 75 percent for all time worked beyond the Article 8.5F restrictions plus a lump sum of \$30.00. When this scenario occurs, management is paying an unbelievable OCTUPLE TIME for each hour of violation (Article 8.5G violation plus the Article 8.5F violation.) **THIS IS EIGHT TIMES THE STRAIGHT TIME RATE!** It must be cheaper to comply with the National Agreement than to pay these types of escalating remedies!!

We are still in the process of trying to complete our first Labor/Management meeting in Gaithersburg. Our agenda items include 1) Call-back policy, 2) Starting times, 3) Revised schedules, 4) Mandatory overtime, 5) Sick leave and documentation, 6) Dignity and respect, 7) Filthy bathrooms and a lack of soap, 8) Failure to meet

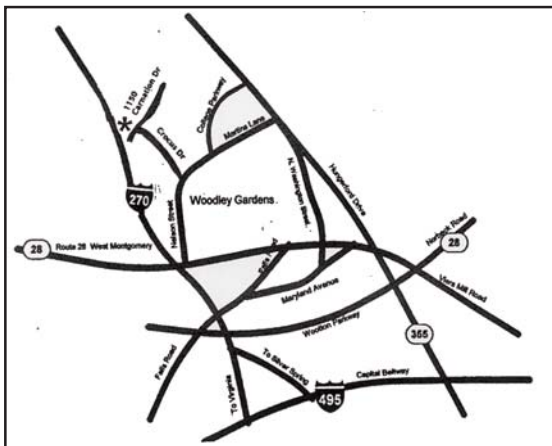
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EB Member (GBurg).....Steve Klein

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 local.

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

on grievances, 9) Failure to provide information timely, 10) Leave, 11) Equipment, 12) Stonewalling, 13) Safety- Routes in corners, provocation, stress, VPP and work rules, 14) Falsifying clockrings, 15) Social and Recreation Committee/Welfare Fund 16) Our next Labor/Management meeting. Management's agenda items include; 1) Uniforms, 2) Proper ID-District photo, 3) Cell Phone policy, 4) Service Reviews, 5) Express mail Service/Delivery Confirmation Service, 6) Misdelivery Performance, 7) Customer Connect, 8) EAP-Changes in the work environment. The meetings have gone well so far. As soon as we complete the agenda, the minutes will be distributed and posted on our web site.

Our Vice President, Amy Campain and myself met with the Damascus postmaster, Sandra Belcher, on April 23 at the GMF. More meetings are scheduled. Ms Belcher stated that she wants to resolve problems before they become grievances. That's what we want. What Union official wouldn't want the contract complied with? Time will tell on how well this works out. It was good to see 4 Damascus members at our last Union meeting and to hear their concerns.

The Maryland and DC State Association of Letter Carriers held their Congressional Breakfast on April 30. There were many speakers including members of Congress. However, our National Union President, Bill Young, hit a home run with his political and fiery speech. It was one of the finest speeches I have ever heard! Bill Young talked about a report done by the Economic Policy Institute. They have come up with 3 qualifications for what is considered a good job in the United States. 1) You must make at least \$35,000. 2) You must have an employer sponsored health benefit plan. 3) You must have an employer sponsored retirement system. **ONLY 23% OF THE JOBS IN THE UNITED STATES MET THE ABOVE CRITERIA!! LOOK WHAT BUSH AND UNBRIDLED CAPITALISM HAVE DONE TO THE POOR AND WORKING CLASS IN THIS COUNTRY!!!**

President Young went on to talk about the destruction of the middle class by Bush, the most anti-Union president and the president with the lowest approval rating in the history of America. The need for passage of the Employee Free Choice Act (to make it possible to unionize a workplace) and the need to bring manufacturing jobs back to the United States. Young spoke on the lunacy of contracting out Letter Carrier jobs and that the war and occupation of Iraq should end. Young said, just think of the great things we could do for Americans with the 500 BILLION wasted on the war. We could have universal healthcare for all. You could have housing for everyone. You could have full employment. We could put everyone through college for free. Young said there is something wrong in America when you have 10% unionized here, yet 38% are unionized in Venezuela. Bill Young even spoke of the Nationals opening game where George Bush was soundly booed as he threw out the games first pitch. What a great speech it was! Our state president and Chief Shop Steward at the Diamond Farms Post Office, Hugh McElroy, did a fine job of orchestrating the Congressional Breakfast and chairing the meeting.

Please visit our web site set up by Union Brother Chuck Clark at (WWW.NALC3825.COM). We have added important Step B and arbitration decisions and some contentions. You can also see 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

*Capital Dixtrict
Update*



Everyone keeps asking, "What's wrong with the capital dixtrict?" I am told it all begins at a palace located at 6 Montgomery Ave. in Gaithersburg, Maryland. There, an unnamed royal, egotistical, insecure, control freak rules the area, a lot like Sadaam Hussein once ruled his kingdom. Beneath him are his appointed puppets who are not allowed to make decisions. They must obey every command or be replaced by another undeserving, bloodsucking, underworked, predatory, mindless marionette. The requirements to serve this leader are simple. One must be unable to make decisions, not care about service, do exactly as you are ordered, violate the contract, not have a spine, and disrespect letter carriers. You must be able to use the telephone because you must have permission from the district to perform even the most menial tasks. Doing anything with integrity or ethics will be punished immediately. Other qualified candidates need not apply.

Some of the donkey decisions made in our dixtrict that I mentioned in a previous article are the no-scheduling ODL's in advance, later starting times, and non-overtime policy. New policies are, the ignore article 8 rule and the no sick leave allowed rule. Being a Union official, especially a shop steward can greatly affect your earning power. The only real goal that matters in our dixtrict has to do with MME\$\$\$\$ (managerial monetary enhancement). People often ask, what about SERVICE? Obviously, service comes in a distant 4th place of the two.

We keep getting floor talks about containing costs and working more efficiently. They don't care about costs or efficiency, or they wouldn't impose the asinine work rules that constrain us daily. If these money hungry, self-serving, elitists cared about costs, they would let us case more mail, not less in the office to save expenditures on gas. They could also save money by reducing the number of mindless messengers that give us our daily tasks and enforce their master's commands.

The other day, my office had almost 30% of the routes uncovered and the supervisor did not schedule any ODLs in, or even pick up the phone. However, he did give the announcement over the intercom about how we must provide service. Almost every policy that has been put in place recently has resulted in a deterioration of service.

A few years ago, Tim Haney was our dixtrict manager, and he made many attempts to IMPROVE service and labor-management relations. He had regular meetings with the NALC

presidents to discuss service and workroom issues. He surveyed the patrons and discovered their main issue was time of mail delivery. He made the decision to let local offices bring in the carriers EARLIER to provide better service. This also got the collection mail to the plants earlier for them to process. Believe me, the plants need all the help they can get. In fact, they are the main reason that we get our mail so untimely and screwed up. They cannot do their job and the carriers get all the blame. The current regime has turned back the clock. They have followed the dixtrict postal rule; if it ain't broke, break it.

Last quarter, the USPS was hundreds of millions of dollars in the red. This is very interesting, because carrier productivity is up, despite the work rules forced upon us. Why, then, are we losing money. The first reason is mentioned above (MME). Another issue is management's fascination with technology and its application. First they put in the new technology. Then they start using it without first perfecting it. This causes many complaints and lost income due to patron disgust. The most obvious example of this is the system for holding and forwarding mail over the computer. Forwarding takes longer to accomplish and the carriers find out late, if at all, & hold orders are received well after the start date, if at all. The carriers are put in a very bad position by this managerial incompetence. The latest technology push is for FFS (DPS of flats). This is very costly and very inefficient due to the size of the machines. Buildings must be enlarged or new space acquired. This costs money. They can't even get DPS of letters right after all these years, and now are trying their hand at flats. Anybody get all their letters facing in one direction? Before all of this automation, carriers would leave the office earlier and return earlier. If volume is declining as fast as they preach, how could the future volume support the cost of this new technology? Here's an example. Let's say you work in an office with average volume of flats (1,000 per route). The time taken to run the mail through the machine and transport it to your office would be greater than if you cased the flats at minimum standards. Our very own Chuck Clark was part of the team that tested ways of implementing FFS. Many of the methods put the carrier at safety risk. I don't know why I mentioned that, because management doesn't really care about our safety, but only about those bonus crushing issues of sick leave usage and accidents.

On a more positive note, Chris Perry, the Gaithersburg food drive coordinator has informed us that Gaithersburg collected over 24,000 pounds this year, which surpassed our take for the last 2 years, despite the state of the economy. Thanks to all of the carriers, and especially to Chris and the volunteers who helped afterwards. The branch got shirts for the volunteers. This was done despite the snub from NALC headquarters. We called to get the technology to the printer so that we could get the shirts done in a more cost efficient manner. We got a recording that stated that it was too late for food drive issues and not to leave a message because they would not be answered. We tried to leave an E-mail for the person and got no reply. The printer even sent another one the next day

continued on page 4

Vice President's Report

by Amy Campaign

They never learn...

Once again, like a bull in a china shop, the Capital District has totally thrown away one of its most valuable FREE resources. I am talking about the New Cell Phone policy that was recently blasted across the whole district. This cell phone policy which was mailed to all employees states that personal cell phones can ONLY be used on official breaks and lunch periods. Hahaha, you could hear the distinct cries of hundreds of supervisors and managers throughout the District screaming "NO, why....NO!!!" Single-handedly, the District Manager, without consulting the Union, without consulting his own management team or the workforce... has cost the District thousands upon thousands of dollars.

Letter carriers used their own personal cell phones to call back from the street to tell managers who ignored their 3996 OT request in the morning that they were right in their estimate and would not be back in time. Letter carriers used their own personal cell phones to find other carriers on the street so that they wouldn't have to drive the entire route looking for them. Supervisors were calling carriers to give them instructions to go to other routes to provide assistance or to come back to deliver Express mail, etc. Now I am not saying that I agree with that part, but I do understand that to be able to use your cell phone when necessary made it a two-sided deal. Carriers were willing to use their phones for the benefit of the USPS in exchange for being able to use them for their own needs. NO MORE! The District Manager has spoken...

Letter carriers have been plainly forbidden to use their phones. This means that you once again have to leave your route, find a pay phone which is hard in itself, call back to the post office, call back again because no one picked up the phone... come back to the post office, ask for a FORM 1164 for repayment of the money you spent on the pay phone and then file a grievance when you are NOT paid back promptly. Sounds like the District manager really thought this one through, doesn't it?! By the way, if you cannot find a pay phone on your route, tell your supervisors that they must locate the nearest

pay phone on your route for you to use for call backs. These are their rules and they must live by their rules.

Since this idiotic policy came out, I have heard local supervisors telling carriers that the policy does not mean that they can't use their phone to call back from the street, it just means that they can't having time wasting practices during working hours!!! Oh my, how dumb are they? Let me tell you, if the District has a policy that you cannot use your phone except for breaks and lunch, that means you cannot use it. It also gives management the ability to pick and choose who they are going to discipline. If they don't like you, perhaps you actually can't make it back in 8 hours everyday, then they have another opportunity to single you out and discipline you for using your phone. Make them pay... leave your route, find a phone and call back.

Also, in this announcement about no cell phone usage during work hours it states that a carrier may use their cell phones for emergencies such as a "vehicle breakdown". I am sorry but a freaking tornado is an emergency, a heart attack is an emergency... a vehicle breakdown is just a break down. It may be an emergency to management but if I am not allowed to take a call from my doctor, or a call from my kid's babysitter, then when my vehicle breaks down... I am walking back to the Post Office.

See you on the road,

Amy

below: Capital District Update continued from page 3

and got no reply. Thanks, Drew.

Right now, our economy is as pathetic as the postal leadership. At this rate we will become a 3rd rate world nation. When November comes we must vote for a change in direction. Put any biases aside and vote for whoever the candidate is that will take us back to where we should be, or face 4 more years of continuing failure. Who knows when you may slip out of the shrinking middle class. Cast a vote for yourself and your family. Last presidential election the NALC president endorsed a candidate who today states that he is against vote by mail because the post office is ripe for fraud. That's us, brothers and sisters. Ever since postal reform, things just keep getting worse. Thanks, Bill.

Steve Klein

20877

The Penalty of Penalty Overtime



Portions of Article 8 of the National Agreement have failed to protect those carriers who do not wish to work overtime. Likewise, these same provisions have resulted in carriers who want to work overtime being denied this available work.

The “Letter Carrier Paragraph” referenced in JCAM 8-14, states that management is required to use auxiliary assistance before requiring a carrier not on the overtime desired list or work assignment list to work overtime on their own route on a regularly scheduled day. Management must use TE’s, PTF’s and “full-time carriers from the overtime desired list at the regular overtime rate” to provide assistance to these non-ODL carriers. For further clarification it reads, “management does not have to use ODL carriers to provide auxiliary assistance if such an assignment would mean that the ODL carriers would be working *penalty overtime*.”

Article 8.4.D, taken in conjunction with the Letter Carrier Paragraph, means that a carrier who is not on the ODL is forced to work overtime on their own route if the only available assistance is an ODL carrier who is eligible for penalty overtime. In this situation you have a carrier who wants to work the overtime being denied available work and the carrier who does not wish to work over eight hours being forced to work overtime. And it’s all contractually correct. But it doesn’t make sense.

The problem is the requirement to pay penalty overtime. Many years ago a National officer told me that the penalty overtime provisions were introduced into the National Agreement as a means of addressing overburdened routes and understaffing. Well, it is a matter of opinion whether the penalty overtime requirements have had the desired effect.

Penalty overtime requirements have caused non-ODL carriers to work unwanted overtime on their own assignments. If an ODL carrier is working their 5th day of weekly overtime or eight hours on a non-scheduled day or ten hours, management has no contractual obligation to use them to provide assistance

to a non-ODL carrier working overtime on their assignment because of the need to pay penalty overtime.

I feel that it is time for the parties to negotiate penalty overtime out of the National Agreement. Instead of penalty overtime the NALC and the USPS should negotiate a ratio of PTF positions to regular routes. There could be, as an example, one PTF for every six routes in an office. At this 6:1 ratio there would be carriers to provide auxiliary assistance and to cover for leave replacement.

The removal of the penalty overtime provisions would also result in ODL carriers working available overtime in more situations than currently apply. The only limitations on ODL carrier overtime should be ten or twelve hours in a day (depending on the 10 or 12 hour list) and sixty hours in a week. With the addition of a negotiated PTF staffing requirement and the lifting of restrictions on ODL assignments, non-ODL carriers would be afforded more protection from working unwanted overtime.

Article 8.5.C.2.d, JCAM 8-13, states that overtime worked on an employee’s own route on an employee’s regularly scheduled day is not counted as an opportunity for the purpose of administration of Overtime Desired List equitability. The June 8, 1988, M-00833, Joint Statement on Overtime states that: “Nor is a carrier on the regular OTDL ever entitled to any specific overtime, even if it occurs on his/her own route.”

In order to facilitate overtime hours and opportunities for ODL carriers many offices have these carriers exchange concurrent overtime with one another so that the hours and opportunities can be used when determining equitability. In this era of \$4+ gas, this is crazy. True equitability would be the inclusion of any and all overtime hours and opportunities worked by ODL carriers.

Overtime should go to those carriers who have signed the overtime list indicating their desire to work overtime. This is not attainable as long as we have penalty overtime that permits management to force a non-ODL carrier to work overtime even when an ODL carrier is “available” to do the work.

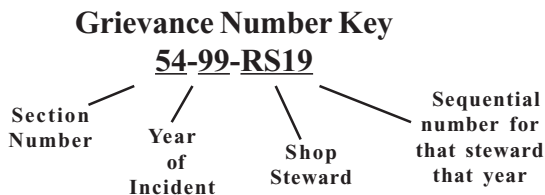
Chuck Clark

Montgomery Village

Branch Stewards & Abbreviations

MC - Mike Curley	20852
SMS - Shearly McFadden Shawn	20852
MS - Mike Shawn	20851/53
LG - Les Gaynair	20854
KL - Ken Lerch	20852
GB - Greg Brooks	20854
SL - Sergio Lemus	20850
DL - Dominick Lignelli	20850
AC - Amy Campain	20874/76
KA - Kevin Abernathy	20853/51
TAP - Tom Preston.....	20874/76
SK - Steve Klein.....	20877
CC - Chuck Clark.....	20878
CB - Clay Baldwin.....	20878
HM - Hugh McElroy, Jr.....	20879/66
CCR - Chester Crews.....	20879/66

Alternate Stewards are Mark Hicks, Mathew Ackah & Chris Lively (Gaithersburg), Mike Butz (Germantown) and Tim Bonnet & Bert Weisner (Potomac).



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 224 GRIEVANCE SUMMARIES ending May 25, 2008. 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

1. 53-2008-MS04. Formal A. Grievant is awarded 20 hours of overtime due to inequitable distribution of overtime.

2. 53-2008-MS04-A. Formal A. Grievant is awarded 14 hours of overtime due to inequitable distribution of overtime.

3. 53-08-KA3. Informal A. Letter of Warning for casing sequenced mail is reduced to a discussion.

4. 53-2008-MS10. Informal A. The FMLA requested is hereby approved. The Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA Coordinator.

5. 53-2008-MS11. Informal A. The FMLA requested is hereby approved and supercedes any communication from the District's FMLA Coordinator.

6. 53-2008-MS15. Informal A.

7. 53-2008-MS16. Informal A.

8. 53-2008-MS17. Informal A.

9. 53-2008-MS18. Informal A.

10. 53-2008-MS19. Informal A.

11. 53-2008-MS20. Informal A.

12. 53-2008-MS21. Informal A.

13. 53-2008-MS22. Informal A.

14. 53-2008-MS23. Informal A. Grievances 6 through 14 above are resolved as follows; The router who was moved off her assignment is paid an additional 50 percent for 8.59 hours. The Grievant's whose routes were adjusted via a router and who did not receive the router assistance are hereby paid an additional 13.54 hours at their straight time rate. Seven ODL's are hereby paid an additional 6.16 hours at their overtime rate.

15. 53-2008-MS12. Informal A.

16. 53-2008-MS13. Informal A.

17. 53-2008-MS14. Informal A. Grievances 15 through 17 above are resolved as follows; Management violated Article 8 Section 5G (overtime rules.) Grievant, a NON-ODL, is hereby paid an additional 175 percent for 1.78 hours and 3 ODL'S are paid an additional 1.78 hours of overtime.

18. 53-2008-MS26. Informal A. A PTF worked past the maximum daily hour limit (12.59 hours). The PTF is awarded an additional 75 percent for 1.09 hours plus a lump sum of \$80.00 as an escalating remedy due to scores of prior settlements including precedent setting Step B decisions.

19. 53-2008-MS31. Informal A. Letter of Warning alleging an expansion of street time and unauthorized overtime is reduced to a discussion.

20. 53-2008-MS31. Informal A. Letter of Warning alleging a failure to pick up outgoing mail is reduced to a discussion.

21. 53-2008-MS08. Formal A. Management will cease and desist violating the Harnest-Hogan settlement. Future violations will result in monetary settlements. Management will provide copies of all pages of the CA-1 to the Grievant in accordance with 20 CFR 10.110. Management will provide a copy of any controversion letters to the Grievant and the local Union.

22. 53-2008-MS07. Formal A. Grievant is hereby awarded 19.84 hours (by reimbursing sick leave balance) due to management terminating Limited Duty improperly and charging the Grievant sick leave that was not requested.

23. 53-2008-MS34. Informal A. Management violated Article 8 Section 5G (overtime rules). ESCALATING REMEDY! The NON-ODL is awarded an additional 175 percent for 1.69 hours and two ODL's are awarded a total of 1.69 hours of penalty pay.

24. 53-2008-MS36. Informal A. The router is awarded an additional 50 percent for 3.11 hours for being moved off her assignment.

25. 53-2008-MS42. Informal A. The Carriers who are due router help and did not receive router help are awarded an additional 100 percent for the hours they are due router time. Carrier X is awarded one hour and Carrier Y is awarded 95 units of pay.

26. 53-2008-MS35. Informal A. The following Carriers are awarded an additional 100 percent because they did not receive their router time; 1.50 hours, 1.50 hours, 67 units, one hour, one hour and one hour. The ODL'S are awarded overtime for the above time.

27. 53-2008-MS37. Informal A. ESCALATING REMEDY! Management violated Article 8 Section 5F. Two Carriers are awarded an additional 75 percent for the time worked past the restrictions found in Article 8 Section 5F (18 units and 20 units respectively) plus a lump sum of \$30.00 each.

28. 53-2008-MS33. Informal A. The router is awarded an additional 50 percent for 7 hours for being moved off her

assignment.

29. 53-2008-MS28A. Formal A. From this point forward, all Carriers will move to the correct routes on the badge reader when providing auxiliary assistance.

30. 53-08-KA6. Formal A. Letter of Warning alleging 8 hours of AWOL is reduced to 3 months in OPF.

31. 53-2008-MS28. Informal A. Management violated Article 8 Section 5G (overtime rules). ESCALATING REMEDY! Two NON-ODL's are awarded an additional 175 percent for a total of 2.51 hours and 5 ODL's are awarded a total of 2.51 hours of penalty pay.

32. 53-08-KA11. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

33. 53-08-KA12. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

34. 53-08-KA10. Informal A. Letter of Warning alleging an at fault vehicle accident is reduced to 2 months and 3 weeks in OPF and will not be cited as a prior element unless the Grievant has another at fault vehicle accident.

35. 53-2008-MS29. Informal A. Management, specifically the FMLA Coordinator, did violate the National Agreement. Management agrees to "Cease and Desist" from using their locally created "FMLA Certification" memorandum and utilize the individual, appropriate response letters that are provided by Headquarters. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the local Union. This grievance settlement will supercede any correspondence or denial of FMLA by the District's FMLA Coordinator.

36. 53-2008-MS41A. Informal A. The router is awarded an additional 50 percent for 5.27 hours due to management working her off her assignment.

37. 53-2008-MS47. Informal A. Management violated Article 8 Section 5G (overtime rules). ESCALATING REMEDY! The NON-ODL is awarded an additional 175 percent for 96 units and the ODL is awarded 75 units of overtime and 21 units of penalty pay.

38. 53-2008-MS47A. Informal A. ESCALATING REMEDY! Management violated Article 8 Section 5F. Two Carriers are awarded an additional 75 percent for the time worked past the restrictions found in Article 8 Section 5F (32 units and 37 units respectively) plus a lump sum of \$30.00 each.

POTOMAC

1. 54-07-LG132. Formal A. The Grievant claimed that she handed her FMLA paperwork to a Potomac supervisor and they failed to forward the documents to the District FMLA coordinator. Grievant received a letter denying her FMLA. Management took the position that the Grievant did not hand any FMLA paperwork to any Potomac supervisor. At the Formal A meeting the Grievant could not remember which supervisor she handed the paperwork to. At that point, we withdrew

the grievance.

2. 54-07-LG132. Formal A. Grievant was being harassed by bill collectors due to medical bills not being paid in a timely manner. Grievant was injured on the job. Resolved; The paperwork was submitted without a signature and was resubmitted. The claim had to be reprocessed for payment of all medical bills.

3. 54-07-LG126. Formal A. Grievant is awarded 8 hours of overtime due to inequitable distribution of overtime.

4. 54-08-LG5. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

5. 54-08-LG4. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by 12 noon is rescinded.

6. 54-08-LG3. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by 12 noon is rescinded.

7. 54-08-LG2. Informal A. Letter of Warning alleging a failure to deliver two express mail pieces by 12 noon is rescinded.

8. 54-08-LG1. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

9. 54-08-GAB03. Formal A. Grievant is awarded 1.72 hours for not receiving 30 minutes of daily router assistance.

10. 54-07-LG156. Step B. REMOVAL for AWOL and pilferage. Resolved; Grievant is hereby given a chance to resign.

11. 54-08-GAB1. Formal A. Grievant will receive his router time on a daily basis.

12. 54-07-LG147. Formal A. 7 DAY SUSPENSION alleging 2.51 hours of AWOL is rescinded.

13. 54-08-GAB04. Informal A. Letter of Warning alleging poor attendance is reduced to 3 months in OPF.

14. 54-08-LG9. Informal A. 14 DAY SUSPENSION for having a vehicle accident in an ice storm where the postal vehicle tipped over on its side is reduced to a 7 DAY SUSPENSION and further reduced to six months in OPF and the discipline can only be cited as a prior element for a future vehicle accident.

15. 54-08-LG11. Informal A. 14 DAY SUSPENSION alleging a refusal to curtail mail is reduced to a 7 DAY SUSPENSION and further reduced from two years to 6 months in OPF.

16. 54-08-LG8. Formal A. EMERGENCY SUSPENSION alleging that the Grievant was yelling and using profanity on the workroom floor while engaged in a discussion with a supervisor about misorted parcels. Grievant will be paid 7.75 hours for the day of his PDI.

17. 54-08-LG16. Informal A. 14 DAY SUSPENSION alleging unauthorized overtime and giving a TE half the route as a 30 minute bump is rescinded.

18. 54-07-LG130. Informal A. Letter of Warning alleging unauthorized overtime and a failure to scan numerous MSP barcodes is reduced to 6 months in OPF. Grievant did not complete a 3996 and did not call back when he became aware that he was not going to complete the assignment within the allotted time.

19. 54-07-LG157. Informal A. Letter of Warning alleging unauthorized overtime and a failure to properly verify the DPS is reduced to 6 months in OPF. Grievant did not complete a 3996 and did not call back when he became aware that he was not going to complete the assignment within the allotted time.

20. 54-07-LG158. Informal A. Letter of Warning alleging unauthorized overtime is reduced to 6 months in OPF. Grievant did not have any overtime authorized on his 3996 and did not call back when he became aware that he was not going to complete the assignment within the allotted time.

21. 54-08-LG21. Informal A. Letter of Warning alleging poor attendance is rescinded.

22. 54-08-LG23. Informal A. Letter of Warning alleging unauthorized overtime is reduced to 3 months in OPF. (The Grievant did not call back to inform management that he could not complete the assignment in the allotted time.)

23. 54-07-LG154. Step B. Grievant is awarded \$1,800 dollars worth of annual leave due to management failing to process the paperwork for a Leave Sharing request.

24. 54-08-GAB07. Formal A. Grievant is hereby awarded an additional 1.50 hours due to management failing to provide 45 minutes of router assistance on two days.

25. 54-08-GAB10. Formal A. Grievant is hereby awarded an additional 1.50 hours due to management failing to provide 45 minutes of router assistance on two days.

26. 54-08-LG07. Formal A. Letter of Warning for casing sequenced mail is reduced to a discussion.

27. 54-08-LG18-A. Formal A. Letter of Warning for casing sequenced mail is reduced to a discussion.

28. 54-08-LG06. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

29. 54-08-LG21. Formal A. Grievant returned to work after using two days of sick leave and management walked up to the Grievant and told him he had to get documentation for his absences. Resolved; Grievant is awarded \$15.00 co-pay plus mileage \$3.00 for a total lump sum payment of \$18.00.

30. 54-08-GAB08. Formal A. Grievant, a PTF, is awarded 3.82 hours at the straight time rate due to management sending the Grievant home after working just 18 units.

31. 54-08-TAP26. Formal A. ESCALATING REMEDY. Management will pay a charity of the Union's choice \$325.00 due to management failing to provide information to the Union within 24 hours.

32. 54-08-TAP25. Formal A. ESCALATING REMEDY. Management will pay a charity of the Union's choice \$325.00 due to management failing to provide information to the Union within 24 hours.

33. 54-08-TAP24. Formal A. ESCALATING REMEDY. Management will pay a charity of the Union's choice \$325.00 due to management failing to provide information to the Union within 24 hours.

PIKE ANNEX

1. 52-08-SMS2. Formal A. 14 DAY SUSPENSION for having a backing accident is reduced to a Letter of Warning.

2. 52-08-SMS7. Informal A. Grievant agreed to withdraw this case at the Informal A meeting when management presented evidence that his overtime was equitable during the quarter.

3. 52-08-SMS5. Informal A. Letter of Warning alleging poor attendance is reduced to 4 months in OPF provided that the Grievant does not use more than three unscheduled absences during this 4 month period.

4. 52-08-SMS3. Step B. Grievant received many months of back pay and management was ordered to bring the Grievant back to work. However, management would not allow the Carrier to work his street duties. Resolved; Effective immediately, the Grievant will be allowed to work his street duties minus the street where the allegation was involved.

5. 52-2008-MC4. Formal A. REMOVAL alleging hundreds of hours of AWOL and IMPROPER CONDUCT. Grievant agreed to resign and the Union was able to get approximately \$7,000.00 in AWOL converted to paid leave and a Letter of Demand for \$2,885.18 rescinded.

6. 52-2008-MC7. Formal A. Letter of Demand for \$2,885.18 is hereby rescinded.

7. 52-2008-MC5. Formal A. Approximately \$7,000.00 in AWOL is hereby changed to paid leave.

8. 52-08-SMS12. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) 2 NON-ODL'S are hereby awarded an additional 175 percent for 58 units and an ODL is awarded an additional 58 units of overtime.

9. 52-08-SMS14. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) 2 NON-ODL'S are hereby awarded an additional 175 percent for 2.49 hours and 5 ODL's are awarded an additional 2.49 hours of overtime.

10. 52-08-SMS11. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) 2 NON-ODL'S are hereby awarded an additional 175 percent for 1.11 hours and 2 ODL's are awarded an additional 1.11 hours of overtime.

11. 52-08-SMS13. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) 1 NON-ODL is hereby awarded an additional 175 percent for 36 units and 1 ODL is awarded an additional

36 units of overtime.

12. 52-08-SMS15. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) 2 NON-ODL'S are hereby awarded an additional 175 percent for 96 units and 1 ODL is awarded an additional 96 units of overtime.

13. 52-08-SMS18. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) A NON-ODL is hereby awarded an additional 175 percent for 50 units and 1 ODL is awarded an additional 50 units of overtime.

14. 52-08-SMS21. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) A NON-ODL is hereby awarded an additional 175 percent for 88 units and 1 ODL is awarded an additional 88 units of overtime.

15. 52-08-SMS19. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) A NON-ODL is hereby awarded an additional 175 percent for 20 units and 1 ODL is awarded an additional 20 units of overtime.

16. 52-08-SMS22. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) A NON-ODL is hereby awarded an additional 175 percent for 2.01 hours and 1 ODL is awarded an additional 2.00 hours of overtime and one unit of penalty pay.

17. 52-08-SMS16. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) A NON-ODL is hereby awarded an additional 175 percent for 1.61 hours and 3 ODL's are awarded an additional 1.61 hours of overtime.

18. 52-08-SMS17. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) A NON-ODL is hereby awarded an additional 175 percent for 1.90 hours and 2 ODL's are awarded an additional 1.90 hours of overtime.

19. 52-08-SMS20. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) A NON-ODL is hereby awarded an additional 175 percent for 1.56 hours and 3 ODL's are awarded an additional 1.56 hours of overtime.

20. 52-08-SMS9. Formal A. Management required documentation for a sick call and deemed the documentation unacceptable, thus , denying the sick leave and charging the Grievant AWOL. Grievance was withdrawn at Formal A because the case was unwinnable. The Grievant wrote a note excusing himself. This would never be accepted by the Step B team or an arbitrator.

21. 52-08-SMS25. Formal A. Management put a 1017-B entry on the Grievant's 1017-B log for 55 units. We withdrew the grievance at Formal A because the Grievant did not submit a 3996 nor did the Grievant call back to inform management that they could not complete the assignment in the allotted time.

22. 52-08-SMS29. Formal A. 14 DAY SUSPENSION for running the vehicle into the back of another vehicle on a cul-de-sac is reduced to a Letter of Warning.

23. 52-08-SMS31. Formal A. Letter of Warning for 3.84 hours of unauthorized overtime (ended tour at 2043 or 8:26pm) is reduced to 7 months in OPF. Grievant did not submit a 3996 nor did the Grievant call back and talk to a supervisor about not being able to complete the assignment in the allotted time.

24. 52-08-SMS8. Step B. Grievant is awarded a lump sum of \$1,622.00 due to inequitable distribution of overtime.

25. 52-08-SMS33. Formal A. Grievant is awarded 2 hours of overtime pay for having to write grievances off the clock due to management repeatedly denying her Union time.

26. 52-08-SMS23. Formal A. Management hereby agrees to remove the following 1017-B entries (unauthorized overtime) from the Grievant's 1017-B log; 13 units, 1.35 hours, 1.56 hours, 39 units and 17 units. The Grievant called back on these 5 days and was told to keep delivering the mail. This authorizes the time!

27. 52-08-SMS26. Formal A. Management hereby agrees to remove the 1017-B entry (unauthorized overtime) for 18 units from the Grievant's 1017-B log. The Grievant called back and was told to keep delivering the mail. This authorizes the time!

28. 52-08-SMS24. Formal A. Management hereby agrees to remove the following 1017-B entries (unauthorized overtime) from the Grievant's 1017-B log; 1.90 hours, 50 units, 2 hours, 1.14 hours, 57 units, 75 units, 25 units, 20 units and 88 units. The

Grievant called back on these 9 days and was told to keep delivering the mail. This authorizes the time!

29. 52-08-SMS28. Formal A. Management hereby agrees to remove the 1017-B entry (unauthorized overtime) for 7 units from the Grievant's 1017-B log. The Grievant called back and was told to keep delivering the mail. This authorizes the time!

30. 52-08-SMS27. Formal A. Management hereby agrees to remove the 1017-A entry (DISALLOWED TIME) for 16 units from the Grievant's 1017-A log. In order for management to disallow your time, management must witness you not working. This is the only way management can disallow your time!

31. 52-08-SMS30. Formal A. Letter of Warning alleging poor attendance is rescinded.

32. 52-2007-MC110. Informal A. Management will treat the Grievant fairly and equitably in the application and handling of DPS mail.

33. 52-2007-MC111. Informal A. In order to comply with the arbitration award concerning the Removal action levied against the Grievant, management will consult with the Grievant for his annual leave selections.

34. 52-2007-MC109. Informal A. Grievant, a PTF, is

awarded 2 hours of pay. It was unclear as to whether the Grievant was scheduled to work or not.

35. 52-2008-MC18. Informal A. Management will cease and desist the practice of treating the Grievant with disrespect when she seeks time off to attend to doctor's appointments or for any other instance.

36. 52-2008-MC15. Informal A. Management will immediately change the 7.80 hours of AWOL to 7.80 hours of paid sick leave.

37. 52-2008-MC12. Formal A. Management charged the Grievant LWOP instead of COP (continuation of pay) for an injury. We withdrew the grievance when management processed a pay adjustment for the COP.

38. 52-2008-MC11. Formal A. Letter of Warning alleging a failure on 16 express mail pieces is reduced to a discussion.

39. 52-2008-MC6. Informal A. Management included improper instructions in their Notice of Removal packet which would have made it more difficult for the Grievant to receive unemployment compensation. Management will provide the Grievant with the correct and proper sections of the ELM.

40. 52-2008-MC21. Informal A. Management included improper instructions in their Notice of Removal packet which would have made it more difficult for the Grievant to receive unemployment compensation. Management will provide the Grievant with the correct and proper sections of the ELM (436.42(e).) Due to repeat violations and at least one Step B decision on this issue, the Union is awarded \$100.00 to be donated to the charity of the Union's choice. **THIS IS AN ESCALATING REMEDY!**

41. 52-2008-MC10. Step B. The 8 hours of AWOL is changed to 8 paid hours of unscheduled annual leave.

42. 52-2008-MC26. Informal A. The 8 hours of AWOL is hereby changed to 8 hours of paid sick leave.

43. 52-2007-MC85. PRE-ARBITRATION. Letter of Demand for \$16.25 for delivering an express mail piece at 12:24 pm is rescinded.

44. 52-07-SMS22. PRE-ARBITRATION. Letter of Warning alleging unauthorized overtime, using penalty time and getting off the clock at 1846 is rescinded.

45. 52-2007-MC112. PRE-ARBITRATION. Letter of Warning alleging unauthorized overtime, using penalty time and getting off the clock at 1889 is rescinded.

MONTGOMERY VILLAGE

1. 79-07-CC114. Step B. Management violated Article 8 Section 5G of the National Agreement (Overtime rules.) The 15 ODL's will be paid a total of 25.32 hours of overtime and the 4 NON-ODL's are awarded an additional 50 percent for the 25.32 hours of mandatory overtime they were forced to work in violation of our contract.

2. 79-07-CB145. Formal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a

discussion.

3. 79-07-CC181. Formal A. Letter of Warning alleging that the Grievant left the empty Postal truck unlocked at the end of the tour is reduced to a discussion.

4. 79-07-CC180. Formal A. Letter of Warning alleging that the Grievant left the empty Postal truck unlocked at the end of the tour is reduced to a discussion.

5. 79-07-CB147. Formal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.

6. 79-07-CB144. Formal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.

7. 79-07-CB139. Formal A. An ODL is awarded 50 units of overtime pay due to management delivering DPS mail.

8. 79-07-CB150. Formal A. An ODL is awarded 50 units of overtime pay due to management pulling mail down on a route.

9. 79-07-CB140. Formal A. An ODL is awarded 50 units of overtime pay due to management casing mail on a route.

10. 79-07-CB137. Formal A. An ODL is awarded 50 units of overtime pay due to management pulling mail down on a route.

11. 79-07-CB146. Formal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to a discussion.

12. 79-08-CC601. Formal A. Letter of Warning alleging poor attendance is rescinded.

13. 79-08-CC602. Formal A. 7 DAY SUSPENSION alleging 24 hours of AWOL (called the 1-800 number) is reduced to a discussion.

14. 79-08-CC603. Formal A. 24 hours of AWOL is changed to 24 hours of paid sick leave.

15. 79-08-CB174. Formal A. Management violated Article 8 Section 5G of the National Agreement (Overtime rules.) 9 ODL's will be paid a total of 4.50 hours of overtime and the 5 NON-ODL's are awarded an additional 100 percent for the 4.50 hours of mandatory overtime they were forced to work in violation of our contract.

16. 79-08-CB175. Formal A. Management violated Article 8 Section 5G of the National Agreement (Overtime rules.) 5 ODL's will be paid a total of 5.00 hours of overtime and the 3 NON-ODL's are awarded an additional 100 percent for the 5.00 hours of mandatory overtime they were forced to work in violation of our contract.

17. 79-08-CB177. Formal A. Management violated Article 8 Section 5G of the National Agreement (Overtime rules.) One ODL will be paid a total of 1.26 hours of overtime and 2 NON-ODL's are awarded an additional 100 percent for the 1.26 hours of mandatory overtime they were forced to work in violation of our contract.

18. 79-08-CB178. Formal A. Management violated Article

8 Section 5G of the National Agreement (Overtime rules.) 5 ODL's will be paid a total of 5.60 hours of overtime and the 3 NON-ODL's are awarded an additional 100 percent for the 5.60 hours of mandatory overtime they were forced to work in violation of our contract.

19. 79-08-CB180. Formal A. Management violated Article 8 Section 5G of the National Agreement (Overtime rules.) 3 ODL's will be paid a total of 3.00 hours of overtime and the NON-ODL is awarded an additional 100 percent for the 3.00 hours of mandatory overtime they were forced to work in violation of our contract.

20. 79-08-CB179. Formal A. Management violated Article 8 Section 5G of the National Agreement (Overtime rules.) One ODL is paid a total of 62 units of overtime and one NON-ODL is awarded an additional 100 percent for the 62 units of mandatory overtime they were forced to work in violation of our contract.

21. 79-08-CB176. Formal A. Management violated Article 8 Section 5G of the National Agreement (Overtime rules.) One ODL is paid a total of 48 units of overtime and one NON-ODL is awarded an additional 100 percent for the 48 units of mandatory overtime they were forced to work in violation of our contract.

MAIN OFFICE ROCKVILLE

1. 50-08-SL18. Informal A. Management will make every effort to rotate the collections amongst the ODL Carriers on their N/S days.

2. 50-2008-SL13. Formal A. 7 DAY SUSPENSION for 40 hours of AWOL is reduced to a Letter of Warning and further reduced from 24 months in OPF to 18 months in OPF. Note* This was reduced because of a due process violation. Management cited a dissimilar prior element in an effort to escalate the discipline.

3. 50-2007-SL160. Formal A. Five Carriers are each awarded an additional 50 percent for 8 hours (40 hours total) because management worked full time regulars on their designated holiday and did not post them on the schedule by 3:00pm on the Tuesday before the workweek.

4. 50-2004-SL19. Step B. Management demanded that the Grievant carry sequenced mail without casing it on this park and loop route. Resolved consistent with M-01663. The Grievant will not have to carry sequenced mail without casing it unless the label states ECRWSS. In no case will the Grievant have to carry more than 3 bundles on this park and loop route.

5. 50-08-SL20. Informal A. Grievant is awarded an additional 50 percent for 8 hours because management worked this full time regular on his designated holiday and did not put him on the schedule by 3:00pm on the Tuesday before the workweek.

6. 50-2008-SL07. Formal A. Letter of Warning alleging unauthorized overtime is reduced to 9 months in OPF. (Grievant did not complete a 3996 and did not call back.)

7. 50-08-SL22. Formal A. Management will pay \$300.00 to the charity of our choice due to management failing to provide information to the Union within 24 hours. (Note* This is an escalating remedy due to scores of other settlements on this exact issue.)
8. 50-08-SL19. Formal A. Management required documentation for a sick call in violation of numerous agreements. Grievant is awarded money for the physician's bill and mileage to and from the doctor.
9. 50-08-KL04. Informal A. Grievant will receive 45 minutes of daily router assistance as an adjustment to the route. Grievant agreed to withdraw his request for a Special Route Inspection.
10. 50-08-DE002. Informal A. Grievant called back when he could not complete the assignment in the allotted time. Management gave contradictory answers and was rude. Resolved; Management will treat employees with dignity and respect.
11. 50-08-SL21. Informal A. Grievant is awarded 8 hours of Administrative Leave because management forced this full time regular to work his designated holiday without working all the PTF'S and TE'S 11 and half hours.
12. 50-2008-SL15. Formal A. Auxiliary route 050059 will receive a six day route inspection within 21 days.
13. 50-2008-SL16. Formal A. Auxiliary route 050060 will receive a six day route inspection within 21 days.
14. 50-07-SL151. Formal A. 40 hours of AWOL is hereby changed to 32 hours of LWOP and 8 hours of annual leave. This means the Grievant will also be paid 8 hours for his holiday.
15. 50-08-SL24. Informal A. Grievant, a PTF, was not allowed to case on her opt. Management agreed to put the PTF on the opt so we withdrew the grievance.
16. 50-08-SL28. Informal A. The Carrier was brought in 1.50 hours early on his 5th day of overtime. Management worked the Carrier 8 hours. Resolved; The Carrier is awarded 1.50 hours of penalty pay because he was put on the schedule after the Wednesday before the workweek. This means he is guaranteed to be paid his normal shift.
17. 50-08-SL31. Informal A. Letter of Warning for driving without the seat belt on with the doors open and failing to signal when turning is reduced to a discussion.
18. 50-08-SL24. Informal A. Grievant is hereby awarded \$17.50 because management failed to provide him 30 minutes of router assistance. This was supposed to be a permanent adjustment to the route.
19. 50-08-SL25. Informal A. From this point forward, the Grievant will receive a copy of his 3996 and 1571 when requested.
20. 50-08-SL40. Informal A. Management will cease and desist failing to provide router time to the Grievant's route.
21. 50-08-SL43. Informal A. Management agreed to provide router time from this point forward so the Steward withdrew the grievance in good faith.
22. 50-08-SL41. Informal A. The supervisor apologized for hanging up on the Carrier when the Carrier had called back to notify management that they could not complete the assignment in the allotted time. Management also agreed to try and communicate more effectively and to treat Carriers with dignity and respect.
23. 50-08-SL45. Informal A. The overtime log was not posted at the end of the quarter. The Union gave management a 21 day extension to post the overtime log and any and all grievances will be timely for 14 days after the log is posted.
24. 50-08-SL39. Informal A. From this point forward, when management conducts a one day mail count, an 1838-C will be given to the Carrier to complete.
25. 50-2008-SL34. 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.
26. 50-08-SL37. Formal A. The 1017-B entry (unauthorized overtime) for 2.33 hours is hereby deleted from the Grievant's 1017-B log. The Grievant called back and was told to keep delivering the mail. This authorizes the time!
27. 50-2008-SL30. Formal A. The 1017-B entry (unauthorized overtime) for 1.20 hours is hereby deleted from the Grievant's 1017-B log. The Grievant called back and was told to keep delivering the mail. This authorizes the time!
28. 50-08-SL33. Formal A. The 1017-B entry (unauthorized overtime) for 2.40 hours is hereby deleted from the Grievant's 1017-B log. The Grievant called back and was told to keep delivering the mail. This authorizes the time!
29. 50-08-SL26. Formal A. ESCALATING REMEDY DUE TO REPEAT VIOLATIONS!! Management will pay a charity of the Union's choice \$350.00 for failing to provide information to the local Union within 24 hours.
30. 50-08-SL36. Formal A. When management conducts a "one day mail count" the Carrier serving the route has the right to verify the mail count.
31. 50-08-SL50. Informal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP.
32. 50-08-SL52. Informal A. From this point forward, Management will allow Carriers to perform their PM office duties. (If management instructs you to drop your trays and hit the clock, see your Shop Steward!)
33. 50-08-SL49. Informal A. From this point forward, Management will allow Carriers to perform their PM

office duties. (In the pm, if management instructs you to get off the clock in 5 minutes and you have not completed your pm office duties, see your Shop Steward!)

INSTALLATION-WIDE ROCKVILLE

1. IW-2008-MS02. Formal A. Management cell phone policy that was mailed to every employee is hereby rescinded.

2. IW-2008-MS01. Formal A. Management FMLA policy that was mailed to every employee is hereby rescinded.

GERMANTOWN

1. 74-07-TAP63. Formal A. Letter of Warning alleging that the Grievant delayed dated mail is reduced to a discussion.

2. 74-07-TAP62. Formal A. Letter of Warning alleging that the Grievant delayed dated mail is reduced to a discussion.

3. 74-07-TAP64. Formal A. Letter of Warning alleging that the Grievant delayed dated mail is reduced to 6 months in OPF.

4. 74-08-TAP08. Informal A. Letter of Warning for an at fault vehicle accident is reduced to 6 months on OPF.

5. 74-08-TAP7. Formal A. NON-ODL'S were forced to work overtime. We withdrew this grievance because we could not show that there was enough hours for the ODL'S to have provided the assistance to the NON-ODL'S.

6. 74-08-TAP17. Informal A. Letter of Warning alleging that an express mail piece was scanned after 12 noon is rescinded.

7. 74-08-TAP04. Formal A. Letter of Warning alleging an expansion of street time and unauthorized overtime is rescinded.

8. 74-08-TAP02. Formal A. Letter of Warning alleging an expansion of street time and unauthorized overtime is reduced to 4 months in OPF.

9. 74-08-TAP22. Formal A. Management will provide information requested by the Union within 24 hours.

10. 74-08-TAP20. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) 5 NON-ODL'S are hereby awarded an additional 150 percent for 3.07 hours.

11. 74-08-TAP17. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) 2 NON-ODL'S are hereby awarded an additional 150 percent for 2.21 hours.

12. 74-08-TAP18. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) 2 NON-ODL'S are hereby awarded an additional 150 percent for 1.31 hours.

13. 74-08-TAP19. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime

rules.) 3 NON-ODL'S are hereby awarded an additional 150 percent for 2.61 hours.

14. 74-08-TAP21. Formal A. Management violated Article 8 Section 5G/The Letter Carrier Paragraph (overtime rules.) 1 NON-ODL is hereby awarded an additional 150 percent for 75 units.

15. 74-08-MB1. Informal A. Letter of Warning alleging that the Grievant left two sleepers in the case is rescinded.

16. 74-08-AC30. Informal A. Letter of Warning alleging that the Grievant failed to scan a delivery confirmation as "attempted" for a closed business is rescinded.

17. 74-08-TAP21. Informal A. Letter of Warning alleging a falsified 3996 and a falsified MSP scan is rescinded.

18. 74-08-TAP18. Formal A. Grievant is awarded \$15.00 for his co-pay and mileage for 5.2 miles at .505 per mile because management required documentation for a sick call in violation of numerous agreements as to when it is appropriate for management to require documentation.

19. 74-08-TAP27. Formal A. Management failed to process a pay adjustment correctly. We withdrew the Grievance when management processed the pay adjustment correctly.

20. 74-08-AC36. Formal A. Management agrees to provide information to the Union within 24 hours.

21. 74-08-AC35. Formal A. Grievant is awarded 50 units of overtime due to management working the Grievant off the clock.

22. 74-08-AC37. Formal A. Management will treat all employees with dignity and respect. Management will cease and desist discussing job performance issues with Carriers while they are in the bathroom.

23. 74-08-AC34. Formal A. Management will delete the 1017-A entry from the Grievant's 1017-A log immediately and pay the Grievant 45 units.

24. 74-08-TAP22. ESCALATING REMEDY. Formal A. Management violated Article 8 Section 5G (overtime rules.) 1 NON-ODL is hereby awarded an additional 150 percent for 83 units. One ODL is awarded an additional 83 units of overtime.

25. 74-08-TAP23. ESCALATING REMEDY. Formal A. Management violated Article 8 Section 5G (overtime rules.) 1 NON-ODL is hereby awarded an additional 150 percent for 50 units. One ODL is awarded an additional 50 units of overtime.

DIAMOND FARMS

1. 78-07-HM124. Step B. Letter of Warning for leaving a bulk rate letter in the case is reduced to a discussion.

2. 78-08-HM17. Informal A. Letter of Warning alleging a failure to scan a delivery confirmation parcel as attempted is reduced to a discussion.

3. 78-08-HM18. Informal A. Letter of Warning alleging that the Grievant curtailed political mail is reduced to a discussion.

4. 78-08-MA03. Informal A. Management will discuss with the Union all grievances within 14 days.

5. 78-08-MA01. Informal A. Letter of Warning alleging a refusal to go back out and assist another Carrier is rescinded.

6. 78-08-HM16. Informal A. 7 DAY SUSPENSION alleging that the Grievant was talking and not being as productive as he could be is rescinded.

7. 78-08-MA01. Informal A. Union information requests will be provided within 2 days.

8. 78-08-HM49. Informal A. Management will provide information to the Union in compliance with Articles 17 and 31 of the National Agreement and agrees that the Shop Steward has the right to interview the supervisor and the Station Manager and that this will occur promptly.

9. 78-08-CFC8. Informal A. Letter of Warning alleging poor attendance is rescinded.

10. 78-08-HM54. Formal A. Management will cease and desist failing to meet at Informal A within 14 days.

11. 78-08-HM52. Formal A. Management will cease and desist failing to meet at Informal A within 14 days.

12. 78-08-HM56. Formal A. Management will cease and desist failing to meet at Informal A within 14 days.

13. 78-08-HM48. Formal A. Management will cease and desist failing to meet at Informal A within 14 days.

14. 78-08-HM50. Formal A. Management will cease and desist failing to meet at Informal A within 14 days.

15. 78-08-HM55. Formal A.

16. 78-08-HM53. Formal A.

17. 78-08-HM51. Formal A.

18. 78-08-HM49. Formal A.

19. 78-08-HM47. Formal A. The 5 cases listed above are resolved as follows; Management violated article 8 Section 5G of the National Agreement (overtime rules.) Eight NON-ODL'S are hereby paid an additional 50 percent for a total of 60.58 hours and 19 ODL'S are hereby paid a total of 60.58 hours of overtime.

DERWOOD

1. 55-08-KA1. Formal A. Letter of Warning alleging poor attendance is reduced to one year in OPF.

2. 55-08-SMS2. Formal A. Grievant will be treated the same as far as casing DPS mail for closed businesses.

3. 55-08-SMS1. Formal A. Grievant will be treated the same as far as being able to talk in the office while casing mail.

4. 55-08-SMS3. Formal A. Management will pay the charity of the Union's choice \$150.00 due to management refusing to hear an Informal A within 14 days. (This is an installation wide escalating remedy.)

5. 55-08-SMS4. Formal A. Management will pay the charity of the Union's choice \$150.00 due to management refusing to hear an Informal A within 14 days. (This is an installation wide escalating remedy.)

6. 55-08-KA8. Formal A. ESCALATING REMEDY. Formal A. Management violated Article 8 Section 5G (overtime rules.) 1 NON-ODL is hereby awarded an additional 175 percent for one hour. Four ODL's are awarded an additional 25 units of overtime each for a total of one hour.

7. 55-08-KA9. Formal A. ESCALATING REMEDY. Formal A. Management violated Article 8 Section 5G (overtime rules.) 1 NON-ODL is hereby awarded an additional 175 percent for 1.08 hours. One ODL is awarded an additional 1.08 hours of overtime.

DAMASCUS

1. 72-08-ST24. Formal A. Management will complete form 1723 for all 204b details with the beginning and ending dates of the assignment prior to the detail starting. If there is a premature termination of the higher level assignment, management will give the amended 1723 to the Union Steward or fax a copy to the Local Union president.

Schedule of Union Meetings

July 2

August 6

September 3

October 1

November 5

In December of 2007, employees of Rockville received a letter from our Postmaster instructing us that our FMLA documentation would no longer be accepted by our supervisors, and we would be required to submit our documentation to the FMLA coordinator. Subsequently, a grievance was filed by Branch 3825, and following a National Level Settlement (M-01635) the grievance was resolved as follows as of 3/27/08:

Rockville management agrees to withdraw the letter dated 12/10/07 instructing employees they must submit FMLA documentation to an FMLA coordinator, and *agrees to communicate this fact to all employees*. Supervisors will accept FMLA documentation as per National settlement M-01635. Management and employees agree to comply with both the rights and responsibilities regarding FMLA as outlined in J-CAM pages 10-14 thru 10-20 and ELM 515.

Following is the text of National Level Settlement M-01664 - the next time your supervisor says "DOIS says..." your answer can be based on the following agreement (signed by NALC President Bill Young and USPS VP of Labor Relations Doug Tulino):

The Delivery Operations Information System (DOIS) is a management tool for estimating a carrier's daily workload. The use of DOIS does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41. DOIS projections are not the sole determinant of a carrier's leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action. A five minute time credit for lines 8-13 will be added or when route inspection data is available for lines 8-13 the actual average information will be used for daily workload projections.

Management is responsible for accurately recording volume and other data in DOIS. Other than obvious data entry errors, route based information may only be changed through a full-count and inspection or minor route adjustment. Additionally, the parties have previously agreed that functions in DOIS which relate to the route inspection and adjustment process must be in compliance with the city letter carrier route adjustment process in Subchapter 141 and Chapter 2 of the M-39 Handbook. Exceptions are office that have jointly established an alternate route adjustment method. DOIS base information in such offices shall, as appropriate, comply with the alternate route adjustment method.

Hopefully, these will be of assistance to all carriers.

Mike Shawn

JUST BECAUSE

Mike Hotovy



Just another day at Diamond Farms. One employee after another is called out on the PA and becomes, in our office parlance, a dead man walkin', as they take the long stroll back to the office for a PDI. In most cases, the issues in question could easily be handled with a discussion. But supervisors and managers at the Farm seem to have fully bought in to the "discipline first" school of management. With this in mind, here's a few reminders regarding your rights and defense should you face a disciplinary action.

First, before beginning a PDI, be aware of your Weingarten rights. Management must provide you union representation in any matter that could lead to discipline. The key is, you must ask for that representation. So, before you say anything, ask for representation. Every time.

Secondly, management must tell the employee and the steward the subject of the meeting before the meeting begins. This is critical. I have often seen supervisors go on disciplinary "fishing expeditions" engaging in non-specific questioning, hoping to find a disciplinable action to nail you with. Find out what the meeting is about, talk it over and prepare for the PDI with your shop steward, and only answer questions that are related to the subject at hand. Volunteering too much information often just gives management enough disciplinary rope to hang you.

Thirdly, if you are disciplined, it should be for "just cause". Without quoting too much "legalese", management must have justification for discipline that is fair and provable. So if you are disciplined, here are a few questions to help determine if it is for just cause:

Is there a rule and were you aware of the rule?

Now don't think you can excuse any behavior by saying you were not aware of a rule. Intoxication, fighting, theft and the like are all behaviors that assumed to be known as improper.

Is the rule a reasonable rule? Management must make sure that rules are reasonable, based on the

overall objective of safety and efficient work performance. (That line is an actual quote from the Joint Contract Administration Manual. I wish Capital District management would read the part about efficient when they order carriers to take multiple bundles to the street.)

Is the rule consistently and equitably enforced? In short, the rule has to be applied fairly and without discrimination. Also, management cannot consistently overlook an infraction and then turn around and discipline without warning.

Was there a thorough investigation? Management cannot issue discipline without a thorough and proper PDI.

Was the severity of the discipline reasonably related to the infraction itself, in line with other discipline issued for this kind of offense, as well as to the seriousness of the employee's past record? An important point here is that your past record cannot be used to determine guilt (i.e. "They've done this before, so they're probably guilty of doing it again") but, your past record can be considered when determining an appropriate disciplinary penalty.

Lastly, was the discipline administered in a timely manner?

Keep these in mind. Much discipline can be avoided if you make sure you ask for representation and consult with your shop steward before entering into a PDI. The best way to fight discipline is to effectively acquit yourself in the PDI. Finally, by teaming with your steward, you can create a deterrent to rampant discipline by making it costly for management. Meeting with your steward before a PDI must be on the clock. Make management pay for your time, your steward's time, overtime on your route, and any additional time needed to grieve the matter should they decide to issue discipline.

Remember, the more you know your rights, the less likely management is to take advantage of you.

The Future is Riding on Us

Across the nation, the Postal Service is pushing the Forever Stamp. If you are not concerned over the gravity of this you have not been paying attention. What service industry in this country is offering forever prices, I only know of one, the U.S.P.S. The Postal Service is in transition and the career letter carrier is on the chopping blocks. They have discarded *us* for transitional employees, a euphemism for changeover. The only new employees who have come through our doors the last six months have been T.E.'s. They have not provided benefits or a future in the U.S.P.S and are working from paycheck to paycheck. This decision by L'Enfant will impact *us*, career letter carriers, who one day will also not have a future and we will be working from paycheck to paycheck.

The tragedy is that L'Enfant failed to realize the value of *us*. We, as career employees, have had a stake in our company; therefore, generation after generation we have protected our reputation by providing outstanding service and good old fashion customer relations. Just last week an independent survey rated us as the most trusted and liked of all federal agencies. Quite a resume considering we are the least trusted by management of all federal agencies. The Postal Service neither produces nor manufactures a product. What L'Enfant failed to recognize is the career letter carrier *is* their product. You take *us* off the shelf and replace *us* with an inferior product and the postal customer will look elsewhere. The ubiquitous LLV/Postal Truck in every neighborhood will no longer exist. We have been passed in overnight delivery, package delivery and now are down the stretch with first class mail. Do not be surprised if Big Brown passes *us* and takes the Triple Crown!

The only way I see the Forever Stamp being authentic is if L'Enfant makes a few sound business decisions. The station managers should start with new entry codes into every post office and not notify 25% of the floor supervisors the new code! Next, the Postmaster General needs to have 33% of all employee I.D. badges to be placed in a U.B.B.M., no value, hamper by the exit door at L'Enfant Plaza! My last advice for our P.M.G. is

to desist from the practice of us scanning our whereabouts every twenty minutes. He is squandering all this time doing time studies on *us*, instead he needs to be devoted to taking business away from Big Brown and Fed-Ex, so one day *they* will have a forever rate!

I admonish the P.M.G. and his underlings for dereliction of duty. The culmination of your blunders will result in only being able to purchase Forever Stamps from a "Postal Buddy Machine" at the National Postal Museum in Washington, D.C. The P.M.G. must realize the career letter carrier is his best selling product. If he does not put his heart and soul towards his number one seller, all the numbers L'Enfant crunches day in and day out will be in vain.

For the time being,
career letter carrier, Larry Levy.

*Below,
and still serving time at Pike Station, Larry Levy*



“Raining Grievances at the Farms”



We filed 162 grievances at the Diamond Farms Post Office in 2007, many of which were resolved in our favor and reported on in the grievance summaries. I thought this number was a little high, based on my experience as shop steward, branch officer and member of 4 different NALC branches during my 24 years with the Postal Service, all in the Capital District. Based on the 126 grievances filed so far this year, it looks like we will double last years record and we still have 7 months to go in 2008.

It would be easy to point the finger at just one person and say they are responsible for high number of grievances at the Diamond Farms Post Office, but this would not be accurate. It would be easy to say that the supervisor's ignorance and incompetence of the rules and regulations found in the Joint Contract Administration Manual (JCAM) are the reason, but this would not be accurate either. All levels of management share equally in the lack of consistency or compliance with the Collective Bargaining Agreement. Supervisors, Managers, Postmasters, District Manager and Area Manager play a role in the escalation of contractual violations that result in the union filing grievances in an attempt to resolve these issues at the lowest possible level. Contract violations are ordered from above and are sent down unfiltered or questioned to the front line supervisor who now lacks the authority to fix or correct the consequence the order has produced. Local management refuses to use the JCAM to attempt to resolve issues that are covered by this manual. This exacerbates the problems on the work room floor, since grievances that should be resolved at the lowest possible level are appealed to the next step without resolution. Fortunately, we have had great success in resolving issues at Formal A and Step B with favorable settlements. We continue to knock out trumped up discipline and receive escalating remedies when management continues to not comply with grievance settlements. This union will continue to highlight managements failed attempt to ignore the contract.

We recently resolved a number of Article 8 (overtime) grievances that resulted in payment to the non-overtime desired list carrier and overtime to the overtime desired list carrier. 30 letter carriers at the Diamond Farms Post Office received these settlements and the pay adjustments should be on their June 13th pay checks. Local management has 2 pay periods in which to properly remedy the grievant. If not, then we have escalating remedies for non-compliance with monetary settlements.

Some issues continue to be repetitive and this union has

challenged management with non compliance on several issues such as: Managements failure to meet at Informal A of the grievance procedure; Managements refusal to provide documentation in a timely manner (2 days); and Managements failure to Maintain an Atmosphere of Mutual Respect between the supervisor and the letter carrier. This is just a small sample of repetitive grievances that we are faced with.

We will not allow management to harass and abuse letter carriers when they call back by phone to the supervisor, asking for instructions when they are unable to complete all delivery of mail in the time authorized. We will continue to file the same grievance each and every time the supervisor instructs the letter carrier to complete delivery and be back on time. This is followed by the supervisor hanging up on the carrier before allowing them to respond or question the ambiguous instructions. We will hold the supervisor, manager, postmaster, district manager and area manager responsible for these types of violations. We cannot allow this type of abusive behavior to continue. Management has a responsibility and obligation to all letter carriers and the Postal Service that assures mutual respect for each others rights and responsibilities. Here's hoping someone will take the steps necessary to correct the abusive actions described above before it is too late.

Food Drive

The city letter carriers and rural letter carriers at the Diamond Farms Post Office collected over 130 mail tubs of canned goods and non-perishable items during the NALC Food Drive on May 10th. All food went to the local food bank that serves the 20878 area. Thanks for Chris Lively for heading up and organizing this event at our office. His helpers were Mike Hotovy and Moises Dilone. Thanks!!

Retirement

Long time letter carrier Gerald Childs will be retiring on May 31, 2008 with 25 years of service. Friends and family gathered at the White household for a cook out and to congratulate him on his excellent service to his patrons and his good humor that was always on display at the Diamond Farms Post Office. We wish him well during his retirement and hope he comes back to visit. Good luck, you deserve it!

In Solidarity,

Hugh McElroy, Jr.

Chief steward /Mutual Benefits Representative

Very Special

Special Route Inspections called for by management were recently completed in the Twinbrook Station in Rockville. The route inspections were coincidentally scheduled for the historically lightest time of the year and directly following a rate increase. We will lose the router position as a result of this inspection as well as time from several other routes - this may well result in routes gaining additional territory. I seem to remember a district wide policy of making no territorial adjustments - oops, that policy is only in effect when it comes to taking territory off a route which is overburdened.

The Twinbrook Station was specifically targeted because of our failure to meet something called "percent to standard", a DOIS term which theoretically measures how fast you case your mail. It's hard to determine whether or not this tool is terribly accurate, but it does illustrate how powerful the technology that management uses can be. There is even a sub-program in DOIS which tells the supervisor which routes in your office are eligible for a Special Inspection on an ongoing basis. While I guarantee you that no one from management will get you a Special Inspection if your route is overburdened according to the specifications of the M-39, rest assured if you are over standards and/or showing "undertime" in their program, you will be a target. It is for this reason (as well as your obligation to follow work rules) that you should be avoiding your DPS like the plague in the office (except to verify it) and avoiding casing any **"real"*** sequenced mail.

The router system (and position) were created to punish carriers for daring to put in for Special Inspections when their routes were overburdened. They were specifically designed to fail, and no amount of management denial will convince anyone otherwise. The timing of these most recent inspections is merely another example of business as usual, although there is a difference this time.

During the first quarter of the year, postal data shows that mail volume for the first three months was down three percent. While the numbers for this quarter are not out yet, the trend has more than likely continued. The downturn in the economy and the fast rising prices of energy (specifically gasoline) are a major blow to the postal service - yet ironically, it seems to be

**when I say "real", I mean any sequenced mail coded only "ECRWSS" for park and loop routes; and "ECRWSS" for mounted routes as well as any mail in sequence that management instructs you to take as an extra bundle*

creating just what our postal "leaders" want: less mail! I have recently been informed that the Montgomery County Schools will no longer be mailing anything home to families, specifically to save money on printing and postage costs. I doubt this is an isolated incident.

Historically, we have seen an increase in mail at the end of the summer and throughout the fall. If that happens, we will consider ways to address the special inspections and their ramifications at that time. If it does not happen, we will adjust accordingly. However, until that time, remember to continue to your job properly, giving a fair day's work for a fair day's pay. Remember that DOIS is a tool - it is not the sole reason for determining the need for overtime (or undertime). Doing your job properly, which includes filling out your 3996's completely and accurately hitting the clock (particularly whenever you move off your assignment to case or carry on another route), is your best job protection.

A side effect of all this attention to our station is the attempt to increase discipline. One of the best ways to get your self a personal, signed letter from your supervisor is to take the risks associated with hurrying. Leaping out of your vehicle while it's running to deliver a parcel is stupid and dangerous, and won't get you a commendation if it helps you get back before six. Don't think your supervisor won't issue you discipline if you case 2 routes and carry one and a bump if they catch you doing something along those lines. Our postmaster seems to think not curbing your wheels is a very important issue. Having a runaway or roll away is probably worse. Take these people at their word - take the time to do it right.

Remember, postal management's only solution is to eliminate jobs - and it ain't management jobs. They have no creative solution to the rise in fuel prices, they have no ideas on creating new sources of mail, and they have no ideas on how to take some of the market share from our friends at UPS and FED-Ex. What they do have is an idea like FSS, which is all about lengthening and eliminating routes (jobs). The most important way you can counter this is to carry your mail like you are on inspection every day - because you are.

Mike Shawn
Editor, Branch 3825

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ADDRESS
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JULY 2008

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

NALC CONVENTION WEEK



"This makes too much sense... fix it!"



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