

UNITY



Dare to Struggle, Dare to Win

BRANCH 3825

2000 and 2002 National Award Winner for General Excellence

Volume 29 #1 Spring, 2010

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

President's Report



Postmaster General Potter has made a lot of noise lately about reducing the number of delivery days per week from six to five. This would eliminate approximately 35,000 Letter Carrier jobs and approximately 50,000 jobs overall. Only Congress can change six day delivery to 5 day delivery. We must do all in our power to make sure six day delivery stays. Our national has dedicated a new website entirely devoted to keeping six day delivery called "5 day is the wrong way to save the Postal Service." Please check it out at WWW.NALC.ORG. We must arm ourselves with the facts to combat the attacks on our jobs.

The MIARAP adjustments were supposed to be completed and implemented no later than August 31, 2009. The data used for these adjustments came from May of 2009 (EXTREMELY LIGHT.) Management knew the data showed massive elimination of routes. So an extension of two months occurred and we lost 47 assignments (jobs) in IARAP and MIARAP. The routes were changed on October 31, 2009. The Carriers with overburdened routes were promised that corrections would be made during the re-visit stage of MIARAP. Hundreds of Carriers were due relief. The data collection month was January of 2010 (Heavy compared to May). MIARAP was supposed to be concluded by February 28, 2010. Management had the data and knew that massive relief was due during the re-visits. For months management refused to do the required 3999's after the October 31, 2009 changes. So what did management decide to do? Out of the blue, they took the

position that the re-visits would not occur and relief for the overburdened routes would not take place. When the data showed abolishment of routes, a two month extension occurred. When the data showed relief for Carriers, an abrupt end to the process happened. Were we duped? As of this writing, our NBA is working with National headquarters to turn around this travesty of justice. Hopefully, this unacceptable situation will be rectified. At the Committee of Presidents meeting, national Union president, Fred Rolando, stated that there would be no new process for adjusting routes until management completes the last process (MIARAP.) Management has hit us with a new offensive called the "Carrier Daily Expectation Worksheet." The first thing in the morning after clocking on, management comes around to our cases to discuss the previous day's performance. Then they discuss our expectation for today, before we even have all of our mail. How ridiculous is that!? We believe this new form violates many parts of our contract and leads to a poor quality of work life, if not a hostile work environment. Grievances are being filed in all of our units. As soon as settlements are reached we will inform the membership.

Another great plan to save the Postal Service was the instruction to take our lunch between the hours of 11:00am and 1:00pm. This violates 25 years of past practice. Grievances are at Step B as of this writing. Earlier this year, we won an important arbitration for a TE out of our Damascus office that resulted in a payment to the TE for \$4,800.00. Management took the position that they could just stop scheduling a TE (instead of formally issuing a Removal Notice.) The importance of the Removal Notice is that TE's get just cause protection. If management won this arbitration, they would never issue a Removal again. Management would simply nonschedule the TE and then argue that the Union could not grieve that action. This was a super important victory for TE's. Our Shop Steward from Damascus, Steve Thompson, and our Vice President, Amy Campaign, did a terrific job in the presentation of this grievance. We also

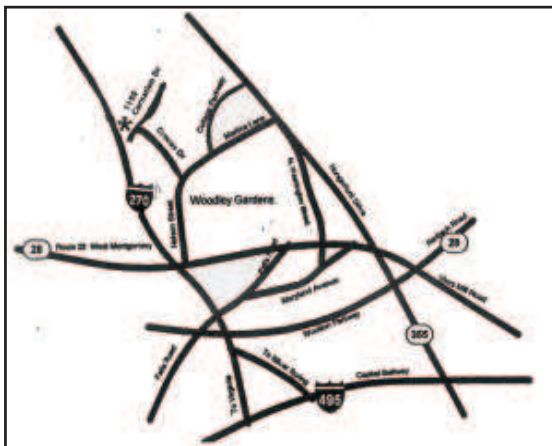
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Unity is the official newsletter of NALC Branch 3825. The purpose of this newsletter is to inform and educate our members, as well as provide a forum to exchange ideas and concerns. No responsible articles or editorial will be refused. Articles in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

thank the NALC advocate in arbitration, Del Wilson, for a job well done.

Amy Campain and I have just returned from the Committee of Presidents meeting held in Phoenix, AZ. President Rolando addressed the packed crowd and answered all questions. He is participating much more in these meetings than the previous national presidents. I like this change and most of the other presidents are appreciative of the change. Some of the issues discussed were MIARAP revisits, excessing, falsification of clockrings, the TE arbitration win discussed above and Step B wins concerning TE's being moved from installation to installation, mandatory overtime and Article 8 settlements, management instructions to take lunch between 11:00am and 1:00pm, article 41 Section 3 "O", the Carrier Daily Expectation Worksheet, delivering mail after dark, FSS (we visited an FSS site), Potter's ten year plan including 5 day delivery and many other issues. The Committee of President's meetings are the best and most informative meetings I attend. We make contacts with the finest and most aggressive branches in the country.

We won the Article 41 Section 3 "O" grievances out of Potomac and the Rockville Main Office in a recent Pre-arbitration settlement. Management had changed the Carriers route with 100 percent new deliveries. All assignments junior to the Carriers with 100 percent new deliveries will be posted for bid installation wide. There will be 69 assignments posted. Some Carriers have complained about this, but it is grossly unfair to create a completely new route and not allow Carriers to bid on it. If we didn't challenge this, management could change a completely mounted route to all walking and you would be stuck with it.

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

IN THE STRUGGLE,

Kenneth Lerch
 President NALC 3825

Great Expectations & the Meat Puppets

By Amy Campaign -

Vice President, Chief Steward, Germantown Md.

It is hard to know where to begin in this article. Germantown Mgt. has come up with so many absolutely ridiculous work rules that it is hard to know where to start. Ok, let's start here.... We all know that if we have a business closed, we must put that information on our Form 1564 B held in our route books. Well, Mgt. went around to all of the carriers twice (with clipboards, of course, makes them feel important) and told us that they needed to know what business's were closed and on what days. (Gee, here's an idea... Look in my route book and leave me alone) That information is in our route books, properly logged as required. Mgt. has that information logged on two different reports and here is the kicker... We have been told that every day, that we have a business closed, we MUST fill out a 1571 curtailment slip each time. Not putting down how much mail volume but just writing that Business A is closed today on a 1571... hahaha! Oh my! Since when did holding mail for a business that is closed become curtailment? Seems like mgt. just provided us with their own time wasting practices.

Ok, here is another one, we used to bring back Carrier Review mail from the street, clearly mark what it was with the date and leave it on the case for the next day. Now, we must bundle that up and put it in a u-cart and the next day the supervisor just passes it back out to us. Hmmm, brilliant, all problems solved, what a relief, the supervisor has just performed yet another useless task.

We were given a stand-up talk and told that "this was a VOLUME driven business!!!!!! OUR DAY IS VOLUME DRIVEN!!!!" And in the next sentence, we were told not to count our mail volume anymore! The carriers of Germantown were told that while the clerks were sorting the mail... a supervisor would count the mail in the Hot Cases as is it is being worked and then when the last truck came in, they would just take the amount of mail on the truck and divide it by the number of routes that we have. When asked about the accuracy of this super brain decision, we were told "a little here or there doesn't make a difference". Mgt. can't be bothered to measure the mail properly and yet they want us to take volume seriously?! This is just getting better and better.

Now, onto the latest and greatest mgt. plot- the "Daily Car-

rier Expectation Worksheet". Mgt. has devised a plan to come around 1st thing every morning (of course, it only happens every couple of days and to only SOME of the carriers) with a sheet that has DOIS information on it from the day before and the "expectations" from that day. NOW....we all know that mgt cannot use DOIS to establish our leaving or return times. We all know that DOIS is to be used as a "tool" for mgt. We all know that it is humanly impossible for mgt to be able to tell us "their" expectations for the day at 7:30 in the morning before the trucks have even arrived with all the mail. AND we all know that Article 34 of the National Agreement says "A fair day's work for a fair day's pay".

There is a supervisor in Germantown that actually said to me...hahaha, to me..."So, what are your expectations for today?" I expect to be treated with Dignity and Respect above all, I expect a Fair day's work for a Fair day's pay, I expect to have my Form 3996 to be taken seriously because I will call back, and I expect the level of harassment on the workroom floor to STOP!

The harassment in Germantown is out of control. Mgt., starting with the new OIC and traveling downward consists of them walking around and saying "what are you doing right now?" My answer is "well, at this moment, I am participating in a time wasting practice because you stopped me for the 3rd time from completing my duties by asking me that question". Morale is at the lowest that I have seen it since I have been in this office since '93. We have had a wonderful RCA Claudia Fish resign due to the level of harassment/abuse that she has received. She wrote a scathing resignation letter that spells out why she HAD to resign from a job that she liked. You can view that letter on our website at www.nalc3825.com. We miss her and want her to know that we will not allow the abuse to continue.

I would like to remind Mgt. that the craft employees in Germantown Md. were responsible for the removal of 2 postmaster's and 2 supervisors. We will not be treated poorly. We deserve better treatment. We have a job to do and we know how to do it. Continue to harass us now and take pictures of our picket line later.

Amy Campaign,
Vice President, NALC 3825

Working in an Alternate Way



We have now been through two alternate route adjustment processes, IARAP and MIARAP. We have been told that the NALC and USPS are negotiating a third alternate route adjustment process that should be unveiled shortly.

Working in an alternate route adjustment atmosphere requires that carriers perform their jobs in a manner that maximizes the way that these processes evaluate and adjust routes.

Office time is based on either our average actual hours worked in the office over the evaluation period or on standard office time which is based on the volume recorded by management, whichever is lower. It is hard to argue with an office time that is based on the average actual time used in the office. Things can get contentious when the evaluated time is based on the volume recorded by management.

In an evaluated process we can never be sure, until after the evaluation, which one of the two methods to assign office time has been used on our route. So it is extremely important, not only for the proper evaluation of our own routes but for the proper evaluation of the entire office, to perform work functions in precise ways that are recognized and recorded in an alternate route adjustment.

The casing of DPS and sequenced mailings will receive no credit in an alternate evaluation. These types of mail are not recognized in DOIS as caseable mail and no time will be allowed for their casing. We all know that casing DPS and sequenced mail results in a shorter street time on most routes. If a carrier spends 30 minutes casing DPS, the time can usually be saved on the street through a shorter street time. But in an evaluated adjustment the DPS and sequenced casing time will receive no credit while the shorter street time will be recognized.

If a carrier routinely cases DPS and sequenced mail with an average office time of 3 hours and the route has a standard office time of 2 hours and 30 minutes, the route will be assigned

2:30 for the office. If this carrier cases DPS and sequenced mail and has an average street time of 5 hours and 30 minutes, his route will be evaluated at 8 hours even though he averages 8.5 hours in the office and on the street. He will receive the standard office time and the average street time. A street time that was shortened by the casing of DPS and sequenced mail. Had this carrier not cased DPS and sequenced mail the additional time required to handle these mailings would have been reflected in his street time being longer and the evaluated time for the route would have been more than when he cases these types of mailings.

When you case sequenced and DPS mail you are reducing the value of your route by the amount of time it takes you to case these mailings. You won't get credit for the office time used and your street time is reduced because these mailings were cased. A route can easily lose 30 – 45 minutes or more, in an alternate adjustment process by casing DPS and sequenced mail. This has a negative effect on both the route casing DPS and sequenced and the entire unit. Total unit hours will be lost, territory will have to be transferred and routes will be eliminated.

On the street the ways to maximize your evaluation are obvious but are still being ignored by some carriers; use your entire 30 minute lunch break and 10 minute street break(s).

Other ways to maximize your route evaluation include: scan Delivery Confirmation items on the street because this service is generated at the point of delivery; load your vehicle on street time; only partially complete form 3849 for accountable items in the office and finish their completion on street time, including carrier initials and delivery date; retrieve and consolidate trays of DPS on street time; perform any required collection mail sortation on street time.

The way we work can have a positive or negative effect on our route and the route of every other carrier in our office. We have to work together as a delivery unit in order to receive the most accurate evaluation possible under whatever process emerges in the coming months. Jobs will depend on this.

Chuck Clark
Montgomery Village



The F Factor

There is something that divides the work force and reduces solidarity. It is favoritism. I call it the **F** factor. It is a tool management uses to divide the work force. Make their numbers look good, get bonuses, and promoted. The **F** factor is not **FAIR**. Employees are **F**ooled into thinking being a **F**avorite son is good for them. Management will protect them. All is good until you make a mistake like a vehicle accident. Then, oh how quickly a carrier will fall from management **F**avorite graces. **F**orget about how you skipped your breaks and lunch, ran your route, worked off the clock, didn't lock your vehicle door, and left the vehicle running to make management look good.

How can anyone believe his or her future is secure under the **F** factor? Is it because you're afraid and have given up the will to fight? Sometimes you have to hang in there and weather the storm. But, the sun will shine again. Brothers and sisters have shed blood and died on picket lines to give us our rights we now enjoy. If it's not worth fighting for it's not worth having. If you stand for nothing, you'll fall for anything. Does the manager give you any of their bonus money? Did the **F** factor negotiate carriers a pay increase, COLA, the best health benefits of all government employees, annual uniform allowance, etc. **NO!!!** So what's in it for you? **NOTHING!!!** So why do it? A manager gets promoted and goes on to another office. Then you start all over with the **F** factor with a new manager. Frequently brown nosing and kissing ass hoping to become a Favorite son.

Why not fuel that energy to strengthen the union solidarity? Fight for just pay and benefits, representation and appeal rights through the grievance procedure. Routes adjustments according to time, **NOT** mail volume or D.O.I.S calculations. Fight for "a fair days work for a fair days pay" (Article 34 A. page 64 NALC national contract). Openly express yourself through a union newsletter that's nationally known and award winning like our very own Unity. One for all; all for one. An attack on one is an attack on all carriers. Do you get this with

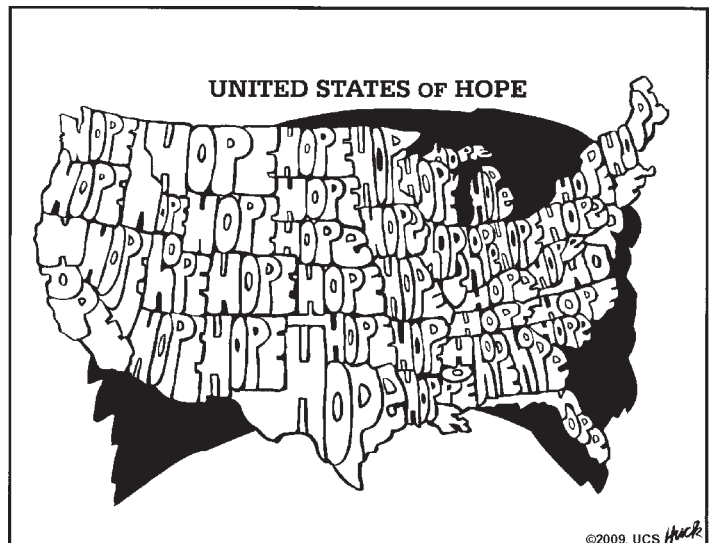
the **F** factor? **NO!!!**

NALC, president Fred Rolando made a statement at the installation of local officers back in November. He said "the future of the postal service to survive is a major make over of its current structure. Somehow we need to eliminate that idiot with the clipboard on the workroom floor everyday telling carriers how long it's going to take to do their routes. We don't need them." Right on Fred!!!

Let's take a stroll down memory lane of standout managers past and present here in Rockville, MD. For the better of the postal service you ask? No, I don't think so. First up of the cast is manager pumpkin head (Main office), Michelin man (Twinbrook station), Call me MR. Brown (Twinbrook station), Big Pun (Potomac station), Sir Nose (Rockville Annex), Chubby Checker (Rockville Annex), My Way, No Way (Rockville Annex), D.O.I.S Soul Sister (Rockville Annex), 204B Detail Dan (Rockville Annex), 204B Mark Furman (Rollins Station), and last but not least the 204B Wonder (Rockville Annex).

"Refuse to struggle, you dare to lose"

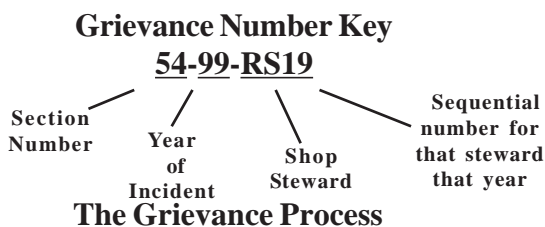
Theo Anthony
Rockville Annex



Branch Stewards & Abbreviations

MC - Mike Curley	20852
TA - Theo Anthony	20852
MS - Mike Shawn	20851/53
LG - Burt Weisner	20854
KL - Ken Lerch	20852
GB - Greg Brooks	20854
SL - Sergio Lemus	20850
AC - Amy Campaign	20874/76
KA - Kevin Abernathy	20853/51
TAP - Tom Preston.....	20874/76
SK - Chester Crews.....	20877
CC - Chuck Clark.....	20879/86
VF - Viktor Fraker.....	20879/86
HM - Hugh McElroy, Jr.....	20878
CCR - Matthew Ackah.....	20878
CW - Charlene Walker.....	20855
ST - Steve Thompson.....	20872

Alternate Stewards are George Abid (20850), Jermaine Graham(20854), Vivian Walker (20854) and Mike Butz (2074/76).



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 275 GRIEVANCE SUMMARIES ending March 25, 2010. Any grievances brought up to the Union Office after this date will appear in the next issue of Unity. We are all caught up on Grievance Summaries.

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

IN THE STRUGGLE,

Kenneth Lerch

President NALC 3825

DAMASCUS

1. 72-09-ST76. **ARBITRATION.** Management took the position that they could stop scheduling a TE without issuing a **REMOVAL NOTICE.** Decision; Grievance sustained. Grievant awarded \$4,800.00.

2. 72-09-ST52. **PRE-ARBITRATION SETTLEMENT.** Henceforth, the Damascus Postmaster, Sandra Belcher, will not change good clockring entries for City Letter Carriers.

3. 72-09-ST73. **Formal A.** Grievant, a TE, is hereby paid 2 hours of overtime due to management instructing the Grievant not to clock on at 0750 (the scheduled time) and to wait until 0950 to clock on.

4. 72-09-ST75. **Formal A.** Two ODL’S are hereby paid a total of 2.29 hours of overtime due to management performing craft work.

5. 72-09-ST74. **Formal A.** Three ODL’S are hereby paid a total of 5.08 hours of overtime due to management performing craft work.

6. 72-09-ST72. **Formal A.** Grievant, a TE, is hereby paid 1.97 hours at her straight time rate due to her 4 hour guarantee.

7. **No grievance number.** **REMOVAL** alleging **IMPROPER CONDUCT.** Carrier decided not to pursue a grievance.

DIAMOND FARMS

1. 78-09-MA28. **STEP B.** Letter of Warning for getting injured and not reporting the accident immediately is reduced to 6 months in OPF.

2. 78-09-MA25. **Informal A.** Management will pay 6 ODL’S a total of 44.65 hours of overtime due to inequitable distribution of overtime.

3. 78-09-MA30. **Informal A.** Letter of Warning alleging poor attendance is reduced to a discussion.

4. 78-09-MA31. **Informal A.** Letter of Warning alleging poor attendance is reduced to a discussion.

5. 78-10-MA02. Informal A. Letter of Warning alleging poor attendance is rescinded.
6. 78-09-MA34. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
7. 78-10-MA01. Informal A. Letter of Warning alleging poor attendance is reduced to three months and 4 days in OPF.
8. 78-10-MA05. Informal A. Grievant, a PTF, is hereby awarded 8 hours of Administrative Leave for 2-6-10.
9. 78-09-MA27. PRE-ARB. Number of days a route should remain posted is withdrawn. We originally took the position that day number one was the day following the date of posting.
10. 78-10-MA04. Informal A. Henceforth, supervisor Reggie Harris will cease and desist from shouting at the Shop Steward and will treat every Carrier with dignity and respect.

MAIN OFFICE ROCKVILLE

1. 50-09-SL85. Formal A. 14 DAY SUSPENSION alleging poor attendance is hereby rescinded as time served.
2. 50-09-SL182. Informal A. Letter of Warning alleging that the Grievant delivered express mail after 12 noon (12:24pm) is reduced to a discussion.
3. 50-09-SL170. Informal A. Letter of Warning alleging that the Grievant delivered express mail after 12 noon (12:01pm) is reduced to a discussion.
4. 50-09-SL181. Informal A. We withdrew the grievance when management changed the 16 hours of AWOL to 16 hours of paid EAL.
5. 50-09-SL172. Informal A. We initiated a grievance when management failed to provide information to the Union within 24 hours and requesting \$450.00 to the charity of our choice. We withdrew the grievance when management agreed to rescind the discipline.
6. 50-09-SL186. Informal A. 7 DAY SUSPENSION for running out of gas which caused additional overtime is reduced to a Letter of Warning and further reduced from two years to one year in OPF which will not be cited in any subsequent discipline unless the charge is "running out of gas."
7. 50-09-SL184. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
8. 50-09-SL183. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
9. 50-09-SL199. Formal A. REMOVAL alleging that the Grievant forged the signature of the patron on a certified 3811 and 3849 is reduced to a 14 DAY PAPER SUSPENSION.
10. 50-09-SL108. Formal A. Supervisor, Ed Montano, will apologize (within 7 days of this signoff) to the Grievant for the incident that occurred on July 25, 2009.
11. 50-09-SL97. Formal A. Supervisor, Ed Montano, will apologize (within 7 days of this signoff) to the Grievant for the incident that occurred on July 27, 2009.
12. 50-09-SL113. Formal A. Supervisor, Ed Montano, will apologize (within 7 days of this signoff) to the Grievant for the incident that occurred on July 27, 2009.
13. 50-09-SL88. Formal A. The 14.37 hours of AWOL is hereby changed to 14.37 hours of LWOP.
14. 50-09-SL109. Formal A. Supervisor, Ed Montano, will apologize (within 7 days of this signoff) to the Grievant for the incident that occurred on July 25, 2009.
15. 50-09-SL136. Formal A. The 4.00 hours of AWOL is hereby changed to 4.00 hours of LWOP.
16. 50-10-SL24. REMOVAL alleging that the Grievant took 4 gift cards out of the mail (Not grieved.)
17. 50-10-SL12. Informal A. 14 DAY SUSPENSION alleging that the Grievant took two office breaks is rescinded.
18. 50-09-SL201. Informal A. 14 DAY SUSPENSION alleging that the Grievant taped a piece of UBBM to his case with the following words on it "HOW TO WORK WITH DIFFICULT, DEMANDING AND INCONSIDERATE PEOPLE." Management took the position that the UBBM was not properly disposed of. Resolved; Reduced to a Letter of Warning and further reduced from two years to one year in OPF that will not be cited as a prior element in any subsequent discipline unless the charge is "Destruction of Mail."
19. 50-10-SL13. Informal A. 7 DAY SUSPENSION alleging that the Grievant refused to provide a written statement concerning a postal investigation is reduced to a discussion. (Note* It's our position that you must cooperate in a postal investigation, but you do not have to provide a written statement.)
20. 50-09-SL205. Informal A. 7 DAY SUSPENSION alleging that the Grievant did not pull the route down fast enough is rescinded.
21. 50-09-SL203. Formal A. Letter of Warning alleging poor attendance is rescinded.
22. 50-09-SL205A. Formal A. Letter of Warning alleging that the Grievant cased marriage mail is rescinded.
23. 50-09-SL208. Informal A. Letter of Warning alleging an at-fault vehicle accident when the u-cart rolled forward in the truck and broke the front window is reduced to 3 months in OPF.
24. 50-10-SL10. Informal A. Letter of Warning alleging that the Grievant cased SPR'S is rescinded.
25. 50-10-SL21. Informal A. Letter of Warning alleging a preventable vehicle accident is reduced to one month in OPF.
26. 50-09-SL203-A. EMERGENCY SUSPENSION alleging that the Grievant took gift cards out of the mail (Not grieved.)
27. 50-10-SL22. Informal A. Letter of Warning alleging a failure to deliver express mail by noon is reduced to a discussion.
28. 50-10-SL11. Informal A. The equitable overtime hours log will be posted within 17 days and the Carriers will have 14 days from the posting of the hours to file a grievance.
29. 50-10-GA03. Formal A. Supervisor Samuel Montano will

cease and desist performing craft work.

30. 50-10-SL16. Informal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$450.00 due to management refusing to provide information to the Union within 24 hours. This remedy is due to hundreds of violations.

31. 50-09-SL198. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

32. 50-09-SL202. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

33. 50-10-SL19. Informal A. The 2.05 hours of LWOP is hereby changed to 2.05 hours of AL.

34. 50-10-GA02. Formal A. Management will cease and desist instructing Carriers not to case SPR'S.

35. 50-10-SL07. Informal A. Grievant, a Work/Assignment Carrier, is hereby paid one hour of overtime due to an ODL providing assistance in violation of the Work/Assignment MOU.

36. 50-10-SL18. Informal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$450.00 due to management refusing to provide information to the Union within 24 hours. This remedy is due to hundreds of violations.

37. 50-09-SL188. 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.

39. 50-10-GA01. Formal A. Supervisor Samuel Montano will cease and desist performing craft work.

40. 50-09-SL209. Informal A. Grievant will be paid 24.50 hours at the T-6 level due to being on an opt for a higher level assignment.

41. 50-09-SL193. Informal A. The 1017-B entry (unauthorized overtime) for ten units is hereby deleted from the Grievant's 1017-B log.

42. 50-09-SL191. Informal A. The 1017-B entry (unauthorized overtime) for 51 units is hereby deleted from the Grievant's 1017-B log.

43. 50-09-SL190. Informal A. The 1017-B entry (unauthorized overtime) for one hour is hereby deleted from the Grievant's 1017-B log.

44. 50-10-SL15. Informal A. ESCALATING REMEDY. Management will pay the charity of the Union's choice \$450.00 due to management refusing to provide information to the Union within 24 hours. This remedy is due to hundreds of violations.

45. 50-09-SL187. 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.

46. 50-09-SL150. Formal A. Grievant is awarded 1.56 hours of overtime because of the 8 hour guarantee on your nonscheduled day.

47. 50-09-GA01. Formal A. Grievant is awarded 4 hours of out of schedule premium pay.

PIKE ANNEX

1. 52-2009-MC58. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP in lieu of sick leave.

2. 52-2009-MC59. Formal A. Pike Carriers not receiving a second consultation on the route adjustments based on the May 2009 evaluation will be permitted to give their opinions on their route adjustments on the 1840 reverse. Copies of these forms will be forwarded to the District Lead Team for the MIARAP process.

3. 52-2009-MC60. Formal A. The Pike Local Office Contacts in the MIARAP process will ensure that Route adjustments implemented on October 31, 2009 were accurately done based on the reverse 1840 for all Pike routes by addressing any discrepancy between the said form and the adjusted route.

4. 52-2009-MC68. Formal A. REMOVAL for 5 days of AWOL with a 14 DAY SUSPENSION listed as a prior element for numerous days of AWOL is hereby reduced to a LAST CHANCE SETTLEMENT.

5. 52-2009-MC64. Formal A. Letter of Warning alleging that this TE employee failed to deliver an express mail piece before 12 noon is reduced to 6 months in OPF.

6. 52-2009-MC62. Formal A. Grievant, a TE, is awarded 2 hours of pay due to management refusing to allow the Grievant to clock on when scheduled and making the TE wait in the swing room for 2 hours.

7. 52-2009-MC74. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

8. 52-2009-MC73. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP.

9. 52-2009-MC72. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

10. 52-2009-MC69. STEP B. Grievant was only allowed to work 6.70 hours on his route. Resolved; Management is directed to cease and desist violating Article 41 Section 1C4 (Work the duty assignment as posted.)

11. 52-2010-MC2. Formal A. Letter of Warning alleging a preventable vehicle accident (back of vehicle fishtailed into a mail receptacle) is rescinded.

12. 52-2010-TS1. Formal A. The following Carriers are hereby awarded an additional 50 percent for all hours worked over 12 for the day. (13.29 hours, 12.99 hours, 13.33 hours, 12.94 hours, 12.70 hours and 12.95 hours)

13. 52-2010-TS2. Formal A. The following Carriers are hereby

awarded an additional 50 percent for all hours worked over 12 for the day. (13.02 hours, 12.49 hours, 13.23 hours, 12.69 hours, 12.91 hours, 12.96 hours, 13.00 hours, 13.18 hours, 13.00 hours, 13.39 hours, 12.99 hours, 13.18 hours, 13.28 hours, 12.24 hours, 13.35, 12.38, 13.08, 12.39, 13.30, 13.48, 12.99, 12.28 and 13.36 hours.)

14. 52-2010-TS3. Formal A. The following Carriers are hereby awarded an additional 50 percent for all hours worked over 12 for the day. (12.90 hours, 12.19 hours, 13.12 hours, 12.70 hours, 13.47 hours, 12.50 hours and 12.16 hours.) Also, the following TE is hereby paid an additional 50 percent for all hours worked over 11.50 hours on this day (12.03 hours.)

15. 52-2010-MC4. Informal A. Grievant will be treated with dignity and respect.

TWINBROOK

1. 53-2009-MS67. Informal A. 7 DAY SUSPENSION alleging an at fault vehicle accident is rescinded.

2. 53-09-MS69. Informal A. The following Full-Time Regular Carriers are hereby paid an additional 50 percent for all hours worked past 12 hours in a day (12.35 hours, 12.33 hours and 12.10 hours.)

3. 53-09-KA39. Informal A. The following Full-Time Regular Carrier is hereby paid an additional 50 percent for all hours worked past 12 hours in a day (12.21 hours).

4. 53-2009-MS51. STEP B. Management will pay the ODL cited a lump sum of \$469.76 due to inequitable distribution of overtime.

5. 53-2009-MS45. STEP B. Management violated the contract when they did not respond to the Grievant's 3074 (Waiver of Claims for Erroneous Payment of Pay- \$369.20.) Management will be given another 14 days to respond to the Grievant's 3074.

6. 53-2009-MS65. Formal A. Management took \$259.25 from the Grievant's check without issuing a Letter of Demand. We withdrew the grievance when management reimbursed the Grievant for \$259.25

7. 53-09-MS75. Informal A. Letter of Warning alleging a failure to deliver two express mail pieces before noon (12:37 and 12:40pm respectively) is reduced to a discussion.

8. 53-09-KA40. Formal A. Letter of Warning alleging poor attendance is reduced to 4 months and 16 days in OPF.

9. 53-2009-MS59. STEP B. Management will cease and desist prohibiting the Grievant from working the hours of the opt.

10. 53-2009-MS56. STEP B. Management will cease and desist prohibiting the Grievant from working the hours of the opt.

11. 53-2009-MS58. STEP B. Grievant is awarded a lump sum of \$60.70 due to management scheduling the Grievant at 0750 and then instructing the Carrier to wait until 10:00am to clock on.

12. 53-2009-MS61. STEP B. Grievant is awarded a lump sum of \$57.58 due to management scheduling the Grievant at 0750 and then instructing the Carrier to wait until 10:00am to clock on.

13. 53-2009-MS55. STEP B. Grievant is awarded a lump sum of \$53.96 due to management scheduling the Grievant at 0750 and then instructing the Carrier to wait until 10:00am to clock on.

14. 53-09-MS74. Informal A. Letter of Warning for bringing mail back to the Post Office and failing to move correctly on the timeclock is reduced to a discussion.

15. 53-10-KA10. Informal A. Letter of Warning alleging poor attendance is reduced to three months in OPF and will not be cited as a prior element in any subsequent discipline unless the charge is "poor attendance."

16. 53-10-MS01. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

17. 53-10-MS04. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

18. 53-10-KA7. Informal A. Management will cease and desist calling Carriers on their cellphones to harass them about where they are and when they are coming back.

19. 53-09-MS77. Formal A. Grievant, a PTF on an opt, is hereby paid 8 hours at their straight time rate due to management nonscheduling the Grievant on a Friday (PTF's on an opt assume the hours and N/S day of the regular.)

20. 53-09-MS76. Formal A. Grievant, a PTF on an opt, is hereby paid 8 hours of overtime due to management nonscheduling the Grievant on a Friday (PTF's on an opt assume the hours and N/S day of the regular.) The Grievant had already worked 48.98 hours by Thursday.

21. 53-2009-MS03. ARBITRATION. Grievant was issued a Letter of Demand for \$369.30. Grievance was denied.

22. 53-10-KA6. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

23. 53-09-KA45. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

24. 53-09-KA47. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

25. 53-09-KA44. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

26. 53-10-KA3. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

27. 53-10-KA2. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

28. 53-09-KA49. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

29. 53-09-KA46. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

30. 53-10-KA1. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

31. 53-09-KA51. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

32. 53-09-KA48. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

33. 53-10-KA3. Formal A. The 16 hours of AWOL is hereby changed to 16 hours of LWOP.

34. 53-10-MS05. Informal A. The FMLA request for the year of 2010 is hereby approved. This settlement supercedes any and all communication and decisions by the FMLA Coordinator.

35. 53-10-MS06. Informal A. Letter of Warning alleging poor attendance is reduced to six months in OPF.

DERWOOD

1. 55-09-SMS6. Informal A. The 1017-B entry (unauthorized overtime) for 73 units is hereby deleted from the Grievant's 1017-B log.

2. 55-09-CW10. Informal A. Management will cease and desist performing craft work.

3. 55-09-SMS7. Informal A. Management and employees will treat each other with dignity and respect when they call back from the street for further instructions when requesting additional time.

4. 55-09-CW6. Formal A. Grievant, a TE, is awarded an additional 2.50 hours of straight time due to management scheduling the Grievant at 0750 and then instructing the Carrier to wait until 10:00am to clock on.

5. 55-09-CW7. Formal A. Grievant, a PTF, is awarded an additional 2.50 hours of straight time due to management scheduling the Grievant at 0750 and then instructing the Carrier to return at 10:00am to clock on. Grievant is also awarded \$38.58 for mileage.

6. 55-2009-CW05. ARBITRATION. Grievant moved off his assignment and to another Post Office approx ten miles away for approximately 12 weeks while an investigation took place concerning alleged sexual harassment. The Union was seeking an additional \$25.00 per day for all days off the bid assignment. DECISION- GRIEVANCE DENIED.

7. 55-09-CW8. Informal A. Grievant, a Work/Assignment employee, is awarded 50 units of overtime due to management providing assistance via an ODL.

8. 55-09-CW11. Formal A. 8 hours of AWOL is changed to 8 hours of EAL.

9. 55-09-CW12. Informal A. Grievant, a PTF on an opt, is awarded 8 hours of pay due to management not working this PTF on a Friday. (When a PTF is on an opt, they assume the hours and N/ S day of the route.)

GERMANTOWN

1. 74-09-TAP156. Formal A. In an effort to maintain an atmosphere of dignity and respect in the Germantown Post Office, management will send supervisor Harmee Bedi to a training class for communication skills. Management will treat all employees with dignity and respect.

2. 74-09-TAP148. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). 2 NON-ODL'S are hereby awarded an additional 150 percent for a total of 2.00

hours and an ODL is hereby awarded a total of 2.00 hours of overtime.

3. 74-09-TAP150. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). 3 NON-ODL'S are hereby awarded an additional 150 percent for a total of 2.00 hours and an ODL is hereby awarded a total of 2.00 hours of overtime.

4. 74-09-TAP139. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). 2 NON-ODL'S are hereby awarded an additional 150 percent for a total of 1.98 hours and 2 ODL's are hereby awarded a total of 1.98 hours of overtime.

5. 74-09-TAP141. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). An NON-ODL is hereby awarded an additional 150 percent for one hour and 2 ODL's are hereby awarded a total of 1.00 hour of overtime.

6. 74-09-AC29. Formal A. Letter of Warning alleging a failure to deliver an express mail piece by noon is reduced to 3 months in OPF.

7. 74-09-AC28. Informal A. Letter of Warning alleging that the Grievant missed 6 MSP scan points is rescinded.

8. 74-09-TAP143. STEP B. Management challenged our agreements going back several years to provide information to the Union within 24 hours. Resolved; Management will provide information to the Union within 24 hours. Future violations will result in escalating remedies to the Union.

9. 74-09-TAP167. Formal A. The 8 hours of LWOP is hereby changed to 8 hours of holiday pay.

10. 74-09-AC30. Formal A. Management will cease and desist instructing Carriers not to case SPR's.

11. 74-10-TAP11. Informal A. Letter of Warning for failing to bring back the mail and get off the clock in 8 hours as instructed is rescinded.

12. 74-10-TAP10. Informal A. Letter of Warning for leaving a cluster box worth of mail in the case is rescinded.

13. 74-10-TAP160. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). 3 NON-ODL'S are hereby awarded an additional 150 percent for a total of 3.85 hours and 3 ODL's are hereby awarded a total of 3.85 hours of overtime.

14. 74-10-TAP161. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). 3 NON-ODL'S are hereby awarded an additional 150 percent for a total of 4.57 hours and 3 ODL's are hereby awarded a total of 4.57 hours of overtime.

15. 74-10-TAP07 . Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). 16 NON-ODL'S are hereby awarded an additional 150 percent for a total of 19.20 hours and 4 ODL's are hereby awarded a total of 8.00 hours of overtime.

16. 74-10-TAP01. Formal A. Letter of Warning for an at fault vehicle accident is rescinded.

17. 74-10-TAP03. Formal A. The 1017-B entry (unauthorized overtime) for 18 units is hereby removed from the Grievant's 1017-B log.

18. 74-10-TAP12. Informal A. 7 DAY SUSPENSION alleging that the Grievant deviated and engaged in a confrontation with a customer is reduced to one year in OPF that will not be cited as a prior element in any subsequent discipline unless the charge is (deviation and Improper Conduct.)

MAIN OFFICE GAITHERSBURG

1. 77-10-CFC1. Formal A. 7 DAY SUSPENSION alleging an extension of lunch by 35 minutes and taking lunch in an unauthorized location is reduced to 6 months in OPF.

2. 77-10-CFC2. Informal A. Grievant is awarded 8 hours of annual leave of his choice due to an LMU violation (Local Agreement.)

MONTGOMERY VILLAGE

1. 86-09-MH02. Formal A. 7 DAY SUSPENSION alleging poor attendance is reduced to one year in OPF.

2. 86-09-MH01. Formal A. Letter of Warning alleging poor attendance is reduced to one year in OPF.

3. 79-09-CB263. ARBITRATION. REMOVAL alleging the falsification of medical documentation. DECISION- GRIEVANCE DENIED.

4. 79-10-KL01. Formal A. Letter of Warning alleging poor attendance is rescinded.

5. 86-09-MH03. Remanded from Formal A to Informal A. Grievant, a T-6, was not permitted to work at least 8 hours on one of the routes on his swing. Resolved; Grievant is awarded an additional 50 percent for 1.12 hours.

6. 79-10-VF05. Informal A. Grievance was withdrawn when management agreed to pay Administrative Leave for 2-6-10 and 2-10-10 and EAL for 2-11-10.

7. 79-10-VF01. Informal A. Letter of Warning alleging poor attendance is reduced to one year and 3 weeks in OPF.

8. 79-10-VF03. Informal A. Letter of Warning alleging Improper Conduct

is reduced to one year and 2 weeks in OPF.

9. 79-10-VF04. Informal A. Letter of Warning alleging Improper Conduct

is reduced to one year and 2 weeks in OPF.

10. 79-10-VF02. Informal A. Letter of Warning alleging 8 hours of AWOL is reduced to 6 months and 2 weeks in OPF.

POTOMAC

1. 54-09-RW273. Formal A. Management will cease and desist the practice of not allowing Carriers to complete their PM office duties as stipulated in 441 of the M-41 Handbook.

2. 54-09-RW277. Formal A. 14 DAY SUSPENSION alleging an at fault vehicle accident is rescinded.

3. 54-09-RW339. Formal A. 14 DAY SUSPENSION alleging unauthorized overtime, expansion of street time and a failure to submit a 3996 is hereby reduced to a discussion. Henceforth, the Grievant agrees to submit a 3996 to management estimating the time it will take to case and carry all the mail on the assignment. The Grievant will also curtail mail as instructed by the supervisor.

4. 54-09-RW323. Formal A. 7 DAY SUSPENSION alleging poor attendance is hereby reduced to a discussion.

5. 54-09-RW299. Formal A. 7 DAY SUSPENSION alleging poor attendance is hereby reduced to a Letter of Warning which is further reduced from two years to one year in OPF.

6. 54-09-RW306. Formal A. 7 DAY SUSPENSION alleging poor attendance is hereby reduced to a Letter of Warning which is further reduced from two years to 7 months in OPF.

7. 54-09-RW271. STEP B. A TE was scheduled at 0750, but management instructed the Grievant to wait until 1000 to clock in! Resolved; Grievant is hereby paid for those 2.50 hours.

8. 54-09-RW272. STEP B. A TE was scheduled at 0750, but management instructed the Grievant to wait until 1000 to clock in! Resolved; Grievant is hereby paid for those 2.50 hours.

9. 54-09-RW270. STEP B. A PTF was scheduled at 0750, but management instructed the Grievant to wait until 1000 to clock in! Resolved; Grievant is hereby paid for those 2.50 hours.

10. 54-09-RW350. Formal A. 14 DAY SUSPENSION alleging poor attendance is reduced to a Letter of Warning and further reduced from two years to one year in OPF.

11. 54-09-RW355. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

12. 54-09-RW359. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

13. 54-09-RW356. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

14. 54-09-RW358. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

15. 54-09-RW357. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

16. 54-09-RW283. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 55 units and an ODL is hereby awarded 55 units of overtime.

17. 54-09-RW291. Formal A. The TE is hereby paid an additional 50 percent for all hours worked over 11 and a half (maximum in

a day for a TE) who worked 12.48 hours on this day.

18. 54-09-RW292. Formal A. ESCALATING REMEDY. Grievant, a NON-ODL,

is hereby paid an additional 75 percent for all hours worked over 10 (maximum on a regularly scheduled day for a NON-ODL) plus a lump sum of \$30.00. Grievant worked 11.37 hours on this day.

19. 54-09-RW282. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 57 units and an ODL is hereby awarded 57 units of overtime.

20. 54-09-RW279. Formal A. ESCALATING REMEDY. Grievant, a NON-ODL,

is hereby paid an additional 75 percent for all hours worked over 10 (maximum on a regularly scheduled day for a NON-ODL) plus a lump sum of \$30.00. Grievant worked 11.23 hours on this day.

21. 54-09-RW274. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for one hour and an ODL is hereby awarded one hour of overtime.

22. 54-09-RW275. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for one hour and 2 ODL'S are hereby paid a total of one hour of overtime.

23. 54-09-RW294. Formal A. The following full time regulars are hereby paid an additional 50 percent for all hours worked over 12 in the day. (12.75 hours, 12.63 hours, 12.42 hours, 12.34 hours, 12.17 hours, 12.13 hours, 12.10 hours and 12.08 hours.) The maximum hours on a regularly scheduled day for an ODL or Work/Assignment Carrier is 12.

24. 54-09-RW238. Informal A. Letter of Warning alleging poor attendance (12 units tardy, 28 units tardy and 28 units tardy over a 4 month period) is rescinded. Come on!!

25. 54-09-RW307. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

26. 54-09-RW312. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.

27. 54-09-RW310. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

28. 54-09-RW318. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

29. 54-09-RW311. Formal A. Letter of Warning alleging Time Wasting Practices on the street is reduced to a discussion.

30. 54-09-RW309. Formal A. Letter of Warning alleging a refusal of street assistance is reduced to a discussion.

31. 54-09-RW305. Formal A. Letter of Warning alleging poor attendance (12 units tardy, 14 units tardy, 26 units tardy and 15 units tardy over a 4 month period) is reduced to a discussion. Come on!!

32. 54-09-RW345. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

33. 54-09-RW300. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

34. 54-09-RW329. Informal A. Letter of Warning alleging poor attendance is rescinded.

35. 54-09-RW343. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

36. 54-09-RW292. Informal A. Henceforth, management will cease and desist instructing Carriers to bundle their accountable mail and leave the bundles on the table next to the accountable cage.

37. 54-09-RW330. Informal A. The 1017-B entry (unauthorized overtime) for 1.22 hours is hereby deleted from the Grievant's 1017-B log.

38. 54-09-RW338. Informal A. The 1017-B entry (unauthorized overtime) for 38 units is hereby deleted from the Grievant's 1017-B log.

39. 54-09-RW337. Informal A. The 1017-B entry (unauthorized overtime) for 52 units is hereby deleted from the Grievant's 1017-B log.

40. 54-09-RW336. Informal A. The 1017-B entry (unauthorized overtime) for 59 units is hereby deleted from the Grievant's 1017-B log.

41. 54-09-RW335. Informal A. The 1017-B entry (unauthorized overtime) for 73 units is hereby deleted from the Grievant's 1017-B log.

42. 54-09-RW334. Informal A. The 1017-B entry (unauthorized overtime) for 11 units is hereby deleted from the Grievant's 1017-B log.

43. 54-09-RW333. Informal A. The 1017-B entry (unauthorized overtime) for 4 units is hereby deleted from the Grievant's 1017-B log.

44. 54-09-RW332. Informal A. The 1017-B entry (unauthorized overtime) for 14 units is hereby deleted from the Grievant's 1017-B log.

45. 54-09-RW331. Informal A. The 1017-B entry (unauthorized overtime) for 5 units is hereby deleted from the Grievant's 1017-B log.

46. 54-09-RW287. Formal A. Grievant is awarded 8 hours of overtime due to a holiday pecking order violation.

47. 54-09-RW302. Formal A. Henceforth, management will comply with prior settlements on this issue and with the F-21 handbook Section 143.12c. The PS form 3971 will be completed the same day for any tardiness.

48. 54-09-RW319. Informal A. The tardy slip for 50 units is rescinded.

49. 54-09-RW342. Informal A. The 1017-B entry (unauthorized overtime) for 28 units is hereby deleted from the Grievant's 1017-B log.

50. 54-09-RW341. Informal A. The 1017-B entry (unauthorized overtime) for 85 units is hereby deleted from the Grievant's 1017-B log.
51. 54-09-RW340. Informal A. The 1017-B entry (unauthorized overtime) for 8 units is hereby deleted from the Grievant's 1017-B log.
52. 54-09-RW286. Informal A. Henceforth, management will notify the employee promptly as to whether their 3189 (revised schedule) is approved or disapproved. Management will provide the employee with a copy of the said 3189 upon request.
53. 54-09-RW308. Informal A. Henceforth, management will cease and desist instructing Carriers to bundle their accountable mail and leave the bundles on the table next to the accountable cage.
54. 54-09-RW361. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.
55. 54-09-RW352. Informal A. Management refused to pay a week of annual leave and charged the Carrier with 40 hours of LWOP. At the Informal A level, management converted the LWOP to 40 hours of annual leave so we withdrew the grievance.
56. 54-09-RW351. Informal A. Management refused to pay a week of annual leave and charged the Carrier with 32 hours of LWOP. At the Informal A level, management converted the LWOP to 32 hours of annual leave so we withdrew the grievance.
57. 54-09-RW366. Informal A. REMOVAL alleging missorted DPS mail (82 pieces) brought back to the Post Office instead of deviating to deliver the mail is reduced to a 7 DAY SUSPENSION and further reduced from two years to 3 months in OPF which will not be cited as a prior element in any subsequent discipline unless similar in nature.
58. 54-09-RW368. Informal A. Letter of Warning for failing to deliver express mail by the deadline (4 units late) is reduced to a discussion.
59. 54-09-RW313. Formal A. Letter of Warning alleging a failure to curtail mail as instructed is rescinded.
60. 54-09-RW367. Informal A. Letter of Warning alleging a failure to update the Edit Book is reduced to a discussion.
61. 54-09-RW362. Informal A. Letter of Warning alleging poor attendance
is reduced to a discussion.
62. 54-09-RW363. Formal A. Letter of Warning alleging poor attendance
is reduced to a discussion.
63. 54-09-RW321. Formal A. The 22 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
64. 54-09-RW343. Formal A. The 1017-B entry (unauthorized overtime) for 1.34 hours is hereby deleted from the Grievant's 1017-B log.
65. 54-09-RW354. Formal A. The 1017-A entry (DISALLOWED TIME) for 33 units is hereby deleted from the Grievant's 1017-A log and the Grievant is hereby paid for those 33 units.
66. 54-09-RW349. Formal A. The 4 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
67. 54-09-RW348. Formal A. The 21 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
68. 54-09-RW326. Formal A. The 28 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
69. 54-09-RW327. Formal A. The 27 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
70. 54-09-RW346. Formal A. The 11 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
71. 54-09-RW347. Formal A. The 7 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
72. 54-09-RW301. Formal A. The 9 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
73. 54-09-RW315. Formal A. The 27 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
74. 54-09-RW314. Formal A. The 16 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.
75. 54-09-RW316. Formal A. The 31 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

76. 54-09-RW317. Formal A. The 47 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

77. 54-09-RW320. Formal A. The 25 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

78. 54-09-RW285. Formal A. Henceforth, management will notify the employee promptly as to whether their 3189 (revised schedule) is approved or disapproved. Management will provide the employee with a copy of the said 3189, upon request.

79. 54-09-RW324. Formal A. Management will cease and desist issuing discipline before a thorough and objective predisiplinary interview is done. Employees will be given a reasonable opportunity to defend themselves before discipline is initiated.

80. 54-09-RW325. Formal A. The 12 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

81. 54-09-RW303. Formal A. The 26 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

82. 54-09-RW304. Formal A. The 15 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

83. 54-09-RW295. Formal A. The 37 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

84. 54-09-RW296. Formal A. The 16 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

85. 54-09-RW297. Formal A. The 54 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

86. 54-09-RW298. Formal A. The 9 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

87. 54-09-RW322. Formal A. The 59 units of tardiness will not be used against the Grievant in any subsequent discipline. The

Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

88. 54-09-RW363. Formal A. The 36 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

89. 54-09-RW379. Formal. 14 DAY SUSPENSION LETTER alleging an at fault vehicle accident is reduced to a Letter of Warning and further reduced from two years to 3 months in OPF. Management will not cite this discipline as a prior element in any subsequent discipline unless the charge is "at fault accident."

90. 54-10-RW004. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF. The Grievant agrees to complete 3996's in accordance with the M-41 handbook.

91. 54-10-RW002. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF. The Grievant agrees to complete 3996's in accordance with the M-41 handbook.

92. 54-10-JYG03. Informal A. Letter of Warning alleging a failure to deliver express mail before noon (1:29pm) is rescinded.

93. 54-10-JYG04. Informal A. Letter of Warning alleging a failure to deliver express mail before noon (3:40pm) is rescinded.

94. 54-10-JYG02. Informal A. Letter of Warning alleging a failure to deliver express mail before noon (6:49pm) is rescinded.

95. 54-09-RW377. Formal A. Letter of Warning alleging that the Grievant switched a bump with another Carrier without approval is reduced to a discussion.

96. 54-09-RW378. Formal A. Letter of Warning alleging a failure to deliver express mail before noon (3:54pm) is reduced to 7 months and 2 days in OPF.

97. 54-09-RW399. Formal A. Letter of Warning alleging unauthorized overtime and returning to the office after 1800 (1872) is rescinded.

98. 54-09-RW406. Informal A. Letter of Warning alleging unauthorized overtime and returning to the office after 1800 (1854) is reduced to a discussion.

99. 54-09-RW405. Formal A. Letter of Warning alleging unauthorized overtime and returning to the office after 1800 (1840) is rescinded.

100. 54-09-RW375. 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 3.60 hours and 2 ODL'S are hereby paid a total of 3.60 hours of overtime.

101. 54-09-RW373. 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 4.88 hours and 4 ODL'S are hereby paid a total of 4.88 hours of overtime.

102. 54-09-RW390. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP.

103. 54-09-RW392. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP.

104. 54-09-RW381. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

105. 54-09-RW387. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP.

106. 54-09-RW395. Formal A. Grievant, a TE, is hereby paid 4 hours of guaranteed time due to management telling the Grievant to go home after reporting for duty at the scheduled time.

107. 54-09-RW397. Formal A. The 1017-B entry (unauthorized overtime) for 72 units is hereby deleted from the Grievant's 1017-B log.

108. 54-09-RW389. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

109. 54-09-RW385. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

110. 54-09-RW391. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

111. 54-09-RW388. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

112. 54-09-RW384. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

113. 54-09-RW383. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

114. 54-09-RW386. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

115. 54-09-RW382. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

116. 54-09-RW370. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 1.88 hours and one ODL is hereby paid 1.88 hours of overtime.

117. 54-09-RW396. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 83 units and one ODL is hereby paid 83 units of overtime.

118. 54-09-RW393. Formal A. We took the position that management violated Article 8 Section 5G (overtime rules). We withdrew the grievance because the NON-ODL'S did not submit 3996's.

119. 54-09-RW371. Formal A. We took the position that management violated Article 8 Section 5G (overtime rules). We withdrew the grievance because the NON-ODL'S did not submit 3996's.

120. 54-09-RW398. Informal. Henceforth, supervisor Shawn Edwards will maintain professionalism and will treat the Grievant with dignity and respect.

121. 54-10-VW02. Informal A. Letter of Warning alleging that the Grievant took his office break with the wrong group of Carriers is rescinded.

122. 54-10-VW03. Informal A. Letter of Warning alleging a failure to follow instructions is rescinded. (Failed to give vehicle key to VOMA- Grievant did not hear the announcement over the intercom.)

Following are the 47 grievance summaries from Potomac left out of our last issue:

111. 54-09-RW245. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

112. 54-09-RW244. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

113. 54-09-RW243. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

114. 54-09-RW247. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

115. 54-09-RW242. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

116. 54-09-RW251. Informal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

117. 54-09-RW226. Informal A. Management will remove the PS form 4584 "Observation of Driving Practices" completed on the Grievant from all files.

118. 54-09-RW229. Informal A. Henceforth, Sharon Maclin will maintain professionalism and will treat the Grievant with dignity and respect.

119. 54-09-RW230. Informal A. Henceforth, Shawn Edwards will maintain professionalism and will treat the Grievant with dignity and respect.

120. 54-09-RW234. Informal A. The 1017-B entry (unauthorized overtime) for 41 units is hereby deleted from the Grievant's 1017-B log.

121. 54-09-RW269. Informal A. Grievant is hereby paid 8 hours on his designated holiday due to a holiday pecking order violation.

122. 54-09-RW217. Informal A. Henceforth, Shawn Edwards will stop harassing the Grievant and will treat the Grievant with dignity and respect.

123. 54-09-RW227. 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. Shawn Edwards 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.

124. 54-09-RW264. Formal A. Henceforth, Shawn Edwards will cease and desist the unsafe practice of driving along side the Grievant while performing street observation. Shawn Edwards will treat the Grievant with dignity and respect and refrain from yelling instructions at the Grievant while the Grievant is trying to deliver mail.

125. 54-09-RW256. 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. Shawn Edwards 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.

126. 54-09-RW255. 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. Shawn Edwards 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.

127. 54-09-RW254. 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. Shawn Edwards 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.

128. 54-09-RW257. 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. Shawn Edwards

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.

129. 54-09-RW241. Formal A. Management will not tell a Carrier to falsify and manually input delivery time of express mail.

130. 54-09-RW252. 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. Shawn Edwards 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.

131. 54-09-RW259. Formal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

132. 54-09-RW262. 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. Shawn Edwards 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.

133. 54-09-RW184. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

134. 54-09-RW185. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

135. 54-09-RW186. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

136. 54-09-RW187. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

137. 54-09-RW188. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

138. 54-09-RW189. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

139. 54-09-RW191. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

140. 54-09-RW190. Informal A. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

141. 54-09-RW200. Informal A. Henceforth, management will provide the Grievant a leave slip (3971) within a reasonable amount of time.

142. 54-09-RW202. Informal A. 3996's will be completed as stipulated in the March 1, 1998 edition of the M-41 handbook Section 28 (a through m.) Management will cease and desist from writing comments on the 3996's.

143. 54-09-RW203. Informal A. Any Shop Steward will clock on and immediately complete a Union time request sheet and present this to their supervisor who will sign it. The Shop Steward(s) will stay on Union time until they are completed with their duties. Management can terminate the Union time, but must call Lakhjit Dheman who will call Kenneth Lerch and a mutually agreeable time will be worked out consistent with the spirit and intent of good-faith bargaining.

144. 54-09-RW205. Informal A. Supervisor Shawn Edwards will treat all employees with dignity and respect.

144. 54-09-RW204. Informal A. Supervisor Shawn Edwards will treat all employees with dignity and respect.

145. 54-09-RW206. Informal A. Grievant will not be treated disparately concerning the casing of sequenced mail.

146. 54-09-RW209. Informal A. Grievant is hereby paid 4 hours of guaranteed time.

147. 54-09-RW210. Informal A. Grievant is hereby paid 4 hours of guaranteed time.

148. 54-09-RW211. Informal A. The opt sheet will be posted on Friday by 10:00 am and removed after 10:00 am on Tuesday. The week of a holiday, the opt sheet will be posted by 10:00 am on Thursday and removed by 10:00 am on Monday. Opts will be accepted in writing prior to the posting of the opt sheet.

149. 54-09-RW213. Informal A. The opt sheet will be posted on Friday by 10:00 am and removed after 10:00 am on Tuesday. The week of a holiday, the opt sheet will be posted by 10:00 am on Thursday and removed by 10:00 am on Monday. Opts will be accepted in writing prior to the posting of the opt sheet.

150. 54-09-RW218. Informal A. 3996's will be completed as stipulated in the March 1, 1998 edition of the M-41 handbook Section 28 (a through m.) Management will cease and desist from writing comments on the 3996's.

151. 54-09-RW170. Formal A. Grievant is hereby awarded 7 hours of overtime due to inequitable distribution of overtime.

152. 54-09-RW261. Formal A. Management will cease and desist using mail measurement to determine a Carrier's leaving time or daily workload. This is consistent with M-01664, M-00394, M-00269 and M-00272. Work and/or Time Standards is found in one place only- Article 34 of the National Agreement. This states: A fair days work for a fair days pay.

153. 54-09-RW249. Formal A. Carriers will complete a PS Form 1260 for missed clockrings for a begin tour or end tour. Management will provide the employee with a copy of the live clockrings.

154. 54-09-RW267. Informal A. Henceforth, management will

provide 3996's to Carriers who cannot complete their assignment in the authorized time solely due to providing assistance to another route. Example; If a Carrier has 8 hours work on their own assignment and is carrying one hour on another assignment, a 3996 will be provided upon request.

155. 54-09-RW266. Informal A. Supervisor Shawn Edwards will cease and desist writing in the Formal A section of PS form 8190 concerning Informal A meetings.

156. 54-09-RW265. Informal A. Supervisor Shawn Edwards will cease and desist writing in the Formal A section of PS form 8190 concerning Informal A meetings.

157. 54-09-RW260. Formal A. The following Carriers are hereby awarded 21 hours, 25 hours and 11 hours of overtime due to inequitable distribution of overtime.



State President's Report



First off, thank you Ken and my brothers and sisters of Branch 3825, for again inviting me to contribute an Article to your newsletter.

As most of you are already aware, Postmaster General Potter's proposal for a 5-day work week is fueling much debate both in the media and with the public. Who wouldn't like the idea of Saturday's off? While the Postmaster General's proposal identifies a savings of \$3.1 billion the first year, what we stand to lose is far greater than that. We may sell a product, but the sales of this product is directly based on the success of the service that we provide, in delivering that letter to each and every American Household six-days a week.

While the present proposal states that window services will be available on Saturdays, the actual mail will not be processed until the following Monday Tuesdays on Holiday weeks. This will compel our customers to utilize services that our competitor's offer. These same competitors, who, as soon as this proposed change was announced, were 'chomping at the bit' trying to figure out a way their companies can profit from this change. They have been trying for years to get a foot-hold on our universal delivery. Halting Saturday delivery will open the door for competitor's to provide a service that we no longer offer-six-day per week delivery. Once that door is open, there is nothing stopping them from gaining access to, and utilizing, mail boxes, to provide the Saturday delivery services that we no longer offer. Moreover, should the Postal Service's economic recovery not take place, nothing would prohibit the USPS from reducing our work week even further, potentially having a part-time workforce. This would be the beginning of privatization and the end of Postal Service as we know it.

Additionally, this change would mean the loss of 40,000 Letter Carrier positions in a jobless environment that is hovering around the 10% unemployment mark. The Postal Service currently employs approximately 200,600 Letter Carriers.

Newspapers report, and the USPS website quotes, the Postmaster General as saying that 40,000 jobs would be cut by going to a 5-day work week, either through retirement or lay-offs, breaking down to approximately 26,000 through attrition and 13,000 layoffs, equating to a 20% reduction of our CURRENT workforce. Just taking a flat base average of all states, this could mean the loss of 254 Letter Carrier jobs, per state. And this is just based on the 13,000 figure. The reality is the Postmaster General will most likely not see 26,000 Letter Carriers retire in the next several years, given that America is just starting to emerge from a recession. Fact in point, the Postal Service didn't reach their anticipated number of retirements during either of the last two (2) Volunteer Early Retirement (VER) offers. This will force the Postal Service to lay off more than the projected 13,000 Carriers, in order for them to achieve their projected numbers, potentially resulting in upwards of 500 or more Letter Carriers losing their jobs in each State of our Country. No other service based company can face this drastic level of reduction in the workforce and still maintain the service standards that Americans have come to rely on from Letter Carriers. The very same Letter Carriers who have helped to make the Post Office the most trusted federal agency in the country!

This is not the first battle that the NALC has had to face and it certainly won't be the last. Because of the Hatch-Act, and the nature of our jobs, we are prohibited from actively lobbying for, or contributing union funds to, a bi-partisan campaign or candidate. That is where our Political Action Committee-the Committee for Letter Carrier Political Education (COLCPE)-comes into play. At the risk of sounding like a recording, it is only by each member contributing independently to COLCPE, that we enable the NALC to successfully attain Labor-friendly Representatives in office, who will propose legislation that will solidify six-day delivery as well as, protect our benefits, retirement and literally the future of Letter Carrier jobs.

Until next time
Tonya L. Detrick

State President, DC&MD

Diamond Farms News

Mathew Ackah



Bob Walters and JR Fox recently retired recently after many years of dedicated and outstanding service to the Diamond Farms Post Office and the patrons that they served. JR returned to visit with us and surprised everyone with the doughnuts he brought for us. I guess this was his way of thanking us for putting up with him over the years. Unfortunately, no one from management took time to thank Bob or JR for time and service, or wish them success with their retirement. A handshake or a thank you would have been more positive and the right thing to do.

We did receive a visit from the Postmaster recently; who gave a stand-up talk about FSS and the impact it would have on our workforce. She said that letter carriers could expect to be reassigned to other offices once FSS is implemented. She went on to explain how difficult it is to find work these days and that over 500 persons showed up to apply for one position. We continue to receive bad news from her about the demise of the Postal Service and lower mail volumes however, we never receive any positive news about how we continue to provide quality service day and night 6 days a week throughout the year and even during record setting snow falls this past winter. We do not even get a "Thank You", just more bad news and threats of discipline if we do not pick up the pace. We recently had a letter carrier written up and issued a Letter of Warning. Management cited provisions of the Employee Labor Relations manual that had nothing to do with the offense this carrier was being accused of. This is an example of some of the tactics management will use on letter carriers in order to get them to go faster.

Letter carriers in my office understand the economic difficulties facing the Postal Service. They also understand the steps necessary to make the Postal Service a viable business for the future. We need to grow the business and expand the products we deliver. Threatening letter carriers with DOIS projections in order to speed them up is the **WRONG WAY!** Preaching about the impending dark clouds of FSS is the **WRONG WAY!** Eliminating Saturday delivery is the **WRONG WAY!**

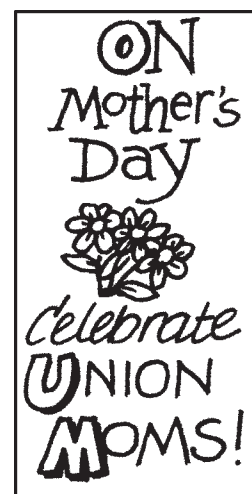
We need real solutions for the problems facing letter carriers

today. We can start with eliminating frivolous discipline that wastes monies in the grievance procedure. We can fix the \$75 BILLION overpayment error made by OPM when they established our retiree health fund and we would no longer need to cut service according to Postmaster General Potter's testimony. Reducing delivery from 6 days to 5 days would eliminate approximately 40,000 letter carrier jobs. There would be no more T-6 positions and one out of every six letter carriers in our office would no longer work at the USPS.

Let us expand our deliveries and our services with companies such as Netflix and create jobs and deliveries. Let us appreciate the work that letter carriers bring every day to the job we do, delivering the mail 6 days a week, through snow, sleet, rain and heat. Together we can deliver the mail the **RIGHT WAY!**

Mathew Ackah

Shop Steward and Trustee, Branch 3825
Diamond Farms Post Office



Wilson / UCS

*Editor's Note: **READ THIS!!!**The following 4 pages are devoted to an article written by Julian Adams of Branch 294 of Flushing NY. It is the best article I have seen which exposes the so called financial crisis postal management has been foisting on both the public and its' own employees.....*

FOOD FOR THOUGHT

With all the talk of declining mail volume and fiscal crisis coming from the PO, and with contract negotiations practically around the corner, I think we, and the Union, have to take a good look at economic issues for ourselves. The Union has been too uncritically echoing the PO's viewpoint in these matters. I, for one, am not confident that we have been getting an accurate, objective assessment of the Post Office's condition and the need to cut jobs and pay. We, individually and as a Union, need to start asking questions, and getting answers, before we agree to giving up wages and benefits or compromising working conditions

I offer a few thoughts of my own on these issues:

1) How bad off is the PO financially?

1a) Is there a crisis?

Postal statistics for 1989 - 162 billion total pieces of mail handled. 86 billion pieces of first class mail. 764 thousand career employees. The PO ran a small percentage surplus (half a billion dollars on \$38 billion revenue). No crisis. (Source: Statistical Abstract of the United States, 1991).

Postal statistics for 2009 - 177 billion total pieces of mail handled. 84 billion pieces of first class mail. 623 thousand career employees. The PO ran a 5.5% deficit. Crisis? (Source: PO website: <http://www.usps.com/cpim/ftp/ar09html/welcome.htm>).

In 2009 the PO handled more mail with fewer employees than in 1989. 1982 was the last year that the PO accepted government subsidies. So why is there a crisis now when there wasn't one then?

1b) Where has all the money gone?

In recent years, the PO has taken a number of steps to save money or increase revenue.

- i) They have eliminated thousands of clerks with the introduction of DPS.
- ii) They have eliminated thousands of carrier routes.
- iii) They have replaced thousands of regular City Carriers with cheaper Rural Carriers, "contractors" and TEs.
- iv) They have greatly reduced overtime.
- v) They have brought in new revenue with Delivery Confirmation and other new services as well as through Customer Connect

Consider also that mail volume was much greater 10 to 15 years ago, with correspondingly greater revenue, but without correspondingly greater number of carriers.

Consider also that, after years of lobbying on behalf of management by the NALC, we got Postal Reform, which we were told would save our jobs.

Through it all, the PO has been pleading poverty, running deficits and harassing us to work harder. Is it believable that, through all of these developments, conditions have conspired to keep the PO running at a small deficit? I think it equally likely that the PO is misrepresenting its finances in order to continue attacking our jobs. (Keep in mind that, for the last 30 years, we have had conservative national governments that have done much to undermine unions and union organizing and generally to cheapen labor.)

The NALC should insist on an accounting of where all that money over the years has gone.

2) How has the country been doing economically?

The file that I have attached to this e-mail (in RTF format) contains 3 charts. Chart 1 shows the per capita, inflation-adjusted gross national product, a measure of the wealth-per-person that the economy has generated, since 1950. As you can see, it has risen steadily. The country has been getting steadily richer, despite seeming booms and busts, for the last 50 years.

2) How have we been doing financially?

By contrast with the country as a whole, our wages have been stagnant, after adjustment for inflation, for the last 30 years. (See attachment, chart 3. Compare the Actual Top Salary with the Salary If Adjusted By Consumer Price Index). The same is true for labor as a whole. (See attachment, chart 2). What this means is that all of the increased wealth that this country has generated over the last 30 years has gone to non-laborers; i.e., the rich and businesses. If our wages had simply kept up with overall economic growth, we, and labor in general, would be making nearly twice what we are now.

These are points that I think we need to discuss among ourselves, in our locals, at the national convention and with our lawmakers. We must not let the PO dominate the debate over our future

Julian Adams, Branch 294, Flushing, NY

Chart 1

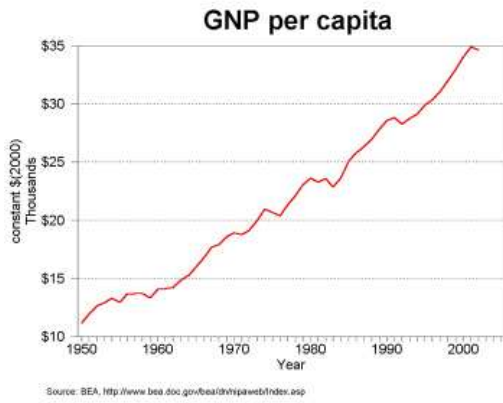
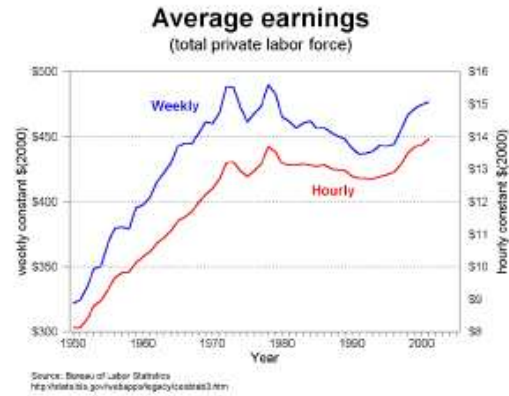


Chart 2



sources: 1, 2: <http://www.bsos.umd.edu/soc/vanneman/soc441/trends/list.html> 3: www.geocities.com/antisombrotto

Chart 3

Letter Carrier Wages

(Pay and CPI-W for July)

Year	Top Salary	CPI-W	CPI-W increase from 1978	Salary if adjusted by CPI-W	\$ +/-	% +/-
1978	\$17,001	196.7	-----	-----	-----	-----
1979	\$18,239	219.4	1.115	\$18,963	- \$0,724	-3.97%
1980	\$20,320	248	1.261	\$21,435	- \$1,115	-5.49%
1981	\$21,930	274.6	1.396	\$23,734	- \$1,804	-8.23%
1982	\$22,792	291.8	1.483	\$25,221	- \$2,429	-10.66%
1983	\$23,653	298.2	1.516	\$25,774	- \$2,121	-8.97%
1984	\$24,826	307.5	1.563	\$26,578	- \$1,752	-7.06%
1985	\$25,874	319.1	1.622	\$27,580	- \$1,706	-6.59%
1986	\$26,923	322.9	1.642	\$27,909	- \$0,986	-3.66%
1987	\$27,949	335.6	1.706	\$29,006	- \$1,057	-3.78%
1988	\$28,615	349.1	1.775	\$30,173	- \$1,558	-5.45%
1989	\$30,038	366.8	1.865	\$31,703	- \$1,665	-5.54%
1990	\$31,516	383.4	1.949	\$33,138	- \$1,662	-5.15%
1991	\$32,147	400	2.034	\$34,572	- \$2,425	-7.54%

chart continued from previous page

1992	\$33,102	412.1	2.095	\$35,618	- \$2,516	-7.60%
1993	\$34,244	423.2	2.151	\$36,578	- \$2,334	-6.81%
1994	\$35,272	434.3	2.208	\$37,537	- \$2,265	-6.42%
1995	\$36,072	446.5	2.27	\$38,591	- \$2,519	-6.98%
1996	\$36,872	459.7	2.337	\$39,732	- \$2,860	-7.76%
1997	\$37,372	469	2.384	\$40,536	- \$3,164	-8.47%
1998	\$37,831	476	2.42	\$41,141	- \$3,310	-8.75%
1999	\$37,831	486.3	2.472	\$42,031	- \$4,200	-11.10%
2000	\$39,867	504.4	2.564	\$43,596	- \$3,729	-9.35%
2001	\$42,323	520	2.644	\$44,944	- \$2,621	-6.19%
2002	\$43,402	526	2.674	\$45,463	- \$2,061	-4.74%
2003	\$44,042	537.1	2.73	\$46,422	- \$2,380	-5.40%
2004	\$45,282	551.9	2.81	\$47,701	- \$2,419	-5.34%
2005	\$46,628		2.89	\$49,133	- \$2,505	-5.37%
2006	\$49,218		3.02	\$51,343	- \$2,125	-4.32%
2007	\$49,895		3.06	\$52,023	- \$2,128	-4.26%
2008	\$51,185		3.28	\$55,763	- \$4,578	-8.94%
2009	\$53,600		3.19	\$54,233	- \$0,633	-1.18%

CAN YOU HEAR ME NOW?



Postmaster General Statements, GAO Report, Signal Serious Danger Ahead

by Tim Dowdy- NALC National Business Agent

With the developments in the Postal Service over the past twelve months or so, I am reminded of the frequent cell phone refrain “can you hear me now.” Our NALC union headquarters has been providing our members with extensive information about what is occurring, why members should be alarmed and vigilant, and what strategies we should employ to protect our immediate and long-term interests.

Are people listening? Are we recognizing the unprecedented nature and scope of the Postal Service’s (and now the Government Accountability Office’s) recommendations for addressing the postal financial crisis and altering the business model of the USPS?

Congress ordered the GAO to conduct a study and issue a report to “evaluate various options and strategies for the long-term structural and operational reform of the Postal Service.” The GAO was instructed to make recommendations for how to transform the USPS “in an orderly manner that will minimize adverse effects on all interested parties.”

The recommendation report the GAO recently delivered to Congress is anything but what it had been told to produce. Summed up, the recommendations call for eviscerating your wages and benefit structure, removing protections for full-time positions and employment, and relying upon contracting out work to cheaper non-postal entities. In short—wiping out about four decades of collective bargaining.

PMG Potter, as recently as April 15th, testified to Congress that “we no longer have eight-hour jobs in many locations,” and he blamed union contracts for constraining management’s actions. “We’re going to fight vigorously in (contract) negotiations and, if necessary, in litigation,” said Potter.

So serious battle lines are being drawn. The Postal Service and the GAO recommendations aim to radically alter wages, benefits and workplace rules and guarantees. Potter is signaling he will use Congress, contract negotiations, and the courts if necessary, to accomplish his objectives. The aim is to reduce USPS costs by reducing your standard of living and eliminating your job security. This is the USPS’ and the GAO’s

now identified method for reforming the USPS.

Can you hear me now?

When our union suggests it is necessary for us to contact our congressional representatives; that it is critical we voluntarily contribute to our COLCPE fund; that every letter carrier needs to be an active member of their union; and that voting for one candidate over another will actually make it more likely the Postal Service and letter carrier jobs will be protected; are we listening and responding, or are we mired in delusion doing nothing?

It’s easy to tell which letter carriers are listening and prudently informed. They see what they could lose, and they are now doing what their union is urging them to do. They see it’s the only practical strategy available to them to protect what their family relies on.

Tim Dowdy

Tim Dowdy is our National Business Agent for Region 13



Ensuring a Viable Postal

Service for America – NOT

PMG Potter predicts a \$238 billion loss over 10 years – if nothing is done. Who can accurately predict 10 years into the future? Is Mr. Potter suggesting that the USPS actually would do nothing at all over 10 years?

There is an inherent simplicity to our jobs which somehow has gotten lost in the layers of management and stupid management ideas which find their way to the workroom floor each day. The USPS provides a simple service: collect, sort and deliver the mail.

And yet, the USPS has the PMG, 25 VP's and 13 other high level executives. The USPS increased HQ staff in 2007 to 2,856 in 2007. HQ related field units increased from 3848 to 4527. With all this brainpower what do they do? They hire not one but two companies to come up with their "ensuring a viable Postal Service for America" plan. None of these over 7,422 people could come up with some plans for the future by themselves? Plans that might remember we are a government service. Plans that increase the service we provide? Plans that respect and encourage the people that actually do the work?

Instead what do we get? A "plan" which assaults the people who do the work by threatening our pay and benefits, shifting to a part-time workforce and eliminating Saturday delivery. Threatening to increase prices and reduce service. All easy ways out for the PMG and his VP's. Why not eliminate excess Postal management? Why not stop the "pay-for-performance" bonuses management received for running the USPS into the ground? Why not invest in hybrid and electric vehicles? Push for vote by mail? Fold the Inspection Service into the FBI? What about the \$75 Billion the USPS was shortchanged by the OPM?

Management remains willfully oblivious to the absolute absurdity of their multi-layered bureaucratic morass. The problem is not letter carrier inefficiency; instead it is a colossal level of management waste. There are more USPS employees who do not touch the mail than do. The USPS must cut the fat. Former PMG Runyon understood how it works – if you are not handling the mail, then you are expendable. How many times are you going to count the same mail? Don't the machines count the mail? What about the bloated check on the checker who checks on the checker

who badgers the workers who actually do the work? Why all the duplication? When will automation eliminate management jobs?

I have no confidence in nor do I trust anyone in management. Times are tough but the PMG is posturing and bull****ing. Contract talks start this summer. The PMG blamed everything and everyone but himself and the VP's for the situation the USPS is in. Just what do they get paid to do? From the very top down the USPS needs leadership that has brains, faith and hope for the future. Not a bunch of lazy, throw in the towel and surrender gloom and doom goons. We need leaders who believe in and trust their employees. We need knowledgeable real leaders. Bullies get behind employees and push. Leaders get out in front of employees and lead by example. Leaders help and encourage employees. Bullies demand respect and give orders frequently. Leaders rarely have to give a direct order. Employees respect a leader's example and follow them. Bullies see themselves as performing a control function. They instruct employees in even the tiniest details of their work. Leaders see themselves as serving a support function. Leaders encourage employees and provide them with the tools they need to succeed at their jobs. Bullies often issue discipline. Leaders rarely have to issue discipline.

Be proud to be a letter carrier. Be the best letter carrier you can be. Do a professional job and provide our customers with quality service despite management's shortsightedness. Do the little things and go the extra mile and provide a personal accountability to our job. Customer is our bottom line.

Ray Thompson,

Potomac Station, Branch 3825

Sources: F. Rolando, George Mignosi, Mark Gortze, Jim Raymond, Bill Spotts, Joe Schwabe, Jim Meale, Steven Elenberg, Chuck Carroll, Albert Johnson, Tom Schulte, Rex Kennedy, Paul Alexander, Greg Rowe, Joe Golonka & the "Postal Record"

A Refreshing Experience: A Review of Lobby Day

Brothers and Sisters, I can't tell you what a refreshing experience it was to participate in Lobby Day. To finally hear some truth rather than "the sky is falling" that management puts out in every service talk, on TV or the radio. We really have some good representation on the Hill. Despite what Potter wants you to believe about 5 day delivery being a done deal, it really isn't. This is why we were on the Hill; to make Congress aware of what is going on and as carriers we don't support 5 day delivery. We learned the polls that the Post Office commissioned to take the pulse for 5 day delivery was set up to get the answer Potter wanted. It had 3 choices (1) would you like stamp prices to go up? (2) would you like your local Post Office closed or (3) eliminate Saturday delivery. Of course when you are polling regular people who don't have all the facts, they think the lesser of 3 evils if to close on Saturday. Regular people like me and you would say I can wait until Monday to get my bills. However, it is business that would suffer. Most people will find they want the chance to get that Netflix or medicine that didn't come on Friday rather than go the weekend without.

The new Lobby Day process is really great. You get to go directly to the Congressperson's office to speak directly to their staff. The group I was in had some strong and valid points. Overall I would say it was a job well done and if Congress thought we supported 5 day delivery before they now know that isn't the case. This would be a disaster for jobs within and outside of the Post Office and we must continue to fight to keep the Post Office a 6 day delivery business

Kevin Abernathy, Twinbrook Station

The attacks on our jobs and the future of the Postal Service continue unabated. Our Postmaster General has been using the Bully Pulpit trying to convince the public, and Congress, that 6 day delivery is no longer necessary. Our own Capital District continues posting news like "Unions Making Postal Service Unsustainable, GAO Says". This newsletter is dedicated to bringing the other side of the story.

By now, most carriers are aware of the OIG's report which disclosed the USPS was overbilled by \$75 billion - this occurred on Postmaster Potter's watch. The NALC has been instrumental in lobbying Congress to alleviate the cost of our prefunding of retiree benefits while Potter has been MIA. The idea that union contracts are unsustainable as per the information presented in the GAO report is arguable at best, and a disingenuous hoax at worst. I recommend the NALC bulletin of 4/16/10 which exposes the flawed methodology used by GAO

PMG Potter's campaign is one of a defeatist. It is true that two issues are working against the Post Office as we know it - one being the economic downturn starting in late 2008, and the more important long term one is the cultural shift into the digital age (the internet, to be precise). Potter needs to focus on the positive attributes we retain that will allow us to succeed in the future, and one of those is 6 day delivery. Currently, we have universal service 6 days a week and a monopoly on mailboxes and first class mail. The future of delivery will belong to those who deliver to the most people, the most time in the most timely manner. Sacrificing Saturday delivery will ultimately sacrifice our mailbox monopoly (initially on Saturdays), followed by the loss of our first class monopoly.

The way to counter these trends is to expand delivery services as much as possible, particularly in the areas of overnight mail and parcel delivery. The internet can be a boon to us as it allows customers to easily order products for us to deliver at a cheaper (and faster) rate than our competitors. Unfortunately, it appears that at best the PMG is asleep at the wheel, and at worst, actively shaping the destruction of the Service. To counter this, we need to support members of Congress who support letter carriers and the real mission of the Postal Service. We need to provide professional Service at all times. We need to support the Union in its' struggle with the PMG and management at all levels.

The Post Office I work in has seen a rise in volume as the recession has faded over the last 6 months (the district's management withdrawal from the MIRAP process validates what we see on a daily basis), and hopefully this trend will continue in the wider country as the economy improves. Continue to work to protect your job and your fellow carrier's jobs.

Mike Shawn, Editor Branch 3825

Management has developed a system of "Great Expectations" based on the DOIS program. There are some managers that will pretend it's not DOIS, but it is. Management is attempting to tell you what your leaving time is, what your return time is, etc. based on a measurement of mail. See the underlined sentence of Step 4 M-01664 - this has contractual force. While you must continue to justify any request for overtime, the pretense that the Expectations Worksheet is valid is false.

Mike Shawn, Editor

Following is the text of National Level Settlement M-01664 signed by former 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.

Keep a copy of this in case you're having a problem with your "expectations".



Hugh McElroy(RAA), Del Wilson (arbitration advocate), Congressman Frank Kratovil (D-1), & Mathew Ackah (shop steward)
at the Baltimore AFL-CIO COPE Dinner

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

Schedule of Union Meetings

May 5
 June 2
 July 7
 August 4

Memorial Day



Remember Those Who Served