

**PRE-ARBITRATION SETTLEMENT AGREEMENT
BETWEEN
NATIONAL ASSOCIATION OF LETTER CARRIERS,
AND THE
UNITED STATES POSTAL SERVICE**

DATE: December 10, 2015

GATS Number: K11N-4K-C 15065055
NALC DRT NO: 13- 344025
NALC GRIEVANCE NO.: 55-15-KW-03
GRIEVANT'S NAME: NALC
INSTALLATION: Rockville

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved with the following;

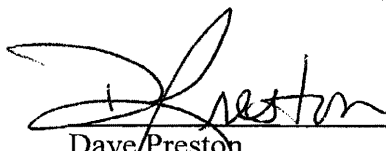
Management agrees to pay a one-time lump sum payment of four thousand six hundred twenty five (\$4,625.00) dollars to Timothy Bonnett (EIN: 01289348) for failing to pay the Pre-Arbitration settlement dated December 4, 2014 (K11N-4K-C 14051039) in a timely manner. The grievant will be paid twenty five dollars (\$22.50) per calendar day beginning January 1, 2015 until July 24, 2015, which totals 205 days.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and five hundred dollars (\$1,500.00)

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from Arbitration. This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date

12/10/2015

Date:

12/10/2015

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC Date: March 28, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 16055925
Union Grievance #: 53-15-GA39
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management violated the Rockville Information Request Policy on December 3, 2015.

Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which will comply with the spirit and intent of good-faith bargaining.

Therefore, management will award NALC Branch 3825 \$1,000.00 (one thousand dollars) due to the ongoing and escalating remedies on this issue. (This is consistent with numerous prior grievance resolutions including precedent setting Step B decisions.) Management agrees to cease and desist violating the Rockville Information Request Policy. Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.



**NALC Representative & Date
Kenneth Lerch**

3-28-2016



**USPS Representative & Date
Linda Ackerman**

3-28-2016

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Pike Annex

GRIEVANCE # 52-2015-TA40

MANAGEMENT REP: Linda Ackerman

GRIEVANT: Class

DATE: March 21, 2016

GATS NUMBER 15348733.

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carrier due to an untimely pay adjustment concerning an Informal A grievance settlement on 52-2014-TA30 dated July 16, 2015. The Carrier received the money in their hands 139 days after the signed settlement. That equates to 111 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carrier is Danielle Danger. Twenty times 111 equals \$2,220.00 (two thousand two hundred twenty dollars) to be paid to Danielle Danger.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,250.00 (one thousand two hundred fifty dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

Linda Ackerman

Management Representative

3-21-2016

Date

3-21-2016

Date

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC Date: March 22, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 15219720
Union Grievance #: 53-15-VW21
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to each of the following Carriers due to an untimely pay adjustment concerning a Formal A grievance settlement on 53-15-CM3 dated April 30, 2015. The Carriers received the money in their hands 78 days after the signed settlement. That equates to 50 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carrier's are Justin Kuang, Ronald Pittman and Olga Hansen. Twenty times 50 equals \$1,000.00 (one thousand dollars) to be paid to each of the three Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.

Kenneth Lerch

**NALC Representative & Date
Kenneth Lerch**

3-22-2016

Linda Ackerman

**USPS Representative & Date
Linda Ackerman**

3-22-2016

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC **Date:** March 22, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 15219675
Union Grievance #: 53-15-VW27
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to each of the following Carriers due to an untimely pay adjustment concerning a Formal A grievance settlement on 53-15-CM9 dated May 5, 2015. The Carriers received the money in their hands 73 days after the signed settlement. That equates to 45 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carrier's are Adrian Liu, Li Pan, Winni Chan, Robert Parker, Chia King, Angelino Villanueva, Mark Baker, James Magruder, Marcel Ward, Byung Lee and Roderick Natividad. Twenty times 45 equals \$900 (nine hundred dollars) to be paid to each of the eleven Carriers listed above.

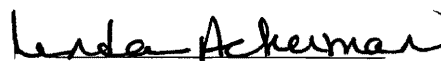
Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.



**NALC Representative & Date
Kenneth Lerch**

3-22-2016



**USPS Representative & Date
Linda Ackerman**

3-22-2016

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC **Date: March 22, 2016**
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 15339960
Union Grievance #: 54-15-RW084
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to NALC Branch 3825 due to an untimely pay adjustment concerning a Pre-arbitration settlement on 54-14-RW248 (GATS number 14232872) dated February 11, 2015. NALC Branch 3825 received the money in their hands 153 days after the signed settlement. That equates to 125 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. Twenty times 125 equals \$2,500.00 (two thousand five hundred dollars) to be paid to NALC Branch 3825.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Total payout for this grievance settlement is \$4,000 (four thousand dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.



**NALC Representative & Date
Kenneth Lerch**

3-22-2016



**USPS Representative & Date
Linda Ackerman**

3-22-2016

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC **Date:** March 28, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 15230753
Union Grievance #: 50-15-SL65
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 50-15-SL29 dated May 12, 2015. Kris Nam received the money in their hands 164 days after the signed settlement. That equates to 136 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The second Carrier named in this grievance, Rodney Southerland, received the money in their hands 233 days after the signed settlement. That equates to 205 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. For Kris Nam twenty times 136 equals \$2,720.00 (two thousand seven hundred twenty dollars.) For Rodney Southerland twenty times 205 equals \$4,100.00 (four thousand one hundred dollars.)

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.

Kenneth Lerch

NALC Representative & Date
Kenneth Lerch

3-28-2016

Linda Ackerman

USPS Representative & Date
Linda Ackerman

3-28-2016

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC **Date:** March 28, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 15230705
Union Grievance #: 50-15-SL58
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning a Formal A grievance settlement on 50-15-SL27 dated May 7, 2015. The Carriers received the money in their hands 57 days after the signed settlement. That equates to 29 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Rodney Southerland and Romarqui Matos Nunez. Twenty times 29 equals \$580.00 (five hundred eighty dollars) to be paid to each of the two Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.



NALC Representative & Date
Kenneth Lerch

3-28-2016



USPS Representative & Date
Linda Ackerman

3-28-2016

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC **Date:** March 28, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 15230751
Union Grievance #: 50-15-SL63
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning a Formal A grievance settlement on 50-15-SL30 dated May 7, 2015. The Carrier received the money in their hands 57 days after the signed settlement. That equates to 29 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carrier is Rodney Southerland. Twenty times 29 equals \$580.00 (five hundred eighty dollars) to be paid to Rodney Southerland.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.



NALC Representative & Date
Kenneth Lerch

3-28-2016



USPS Representative & Date
Linda Ackerman

3-28-2016

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC **Date:** March 29, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 15304637
Union Grievance #: 50-15-SL127
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carrier due to an untimely pay adjustment concerning a Pre-arbitration settlement on 50-14-SL231 dated July 10, 2015. The Carrier received the money in their hands 214 days after the signed settlement. That equates to 186 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carrier is Keisha Bruer. Twenty times 186 equals \$3,720.00 (three thousand seven hundred twenty dollars) to be paid to Keisha Bruer.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.



NALC Representative & Date
Kenneth Lerch

3-29-2016



USPS Representative & Date
Linda Ackerman

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC **Date:** March 29, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 15304663
Union Grievance #: 50-15-SL132
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning a Formal A grievance settlement on IW-15-KL24 dated July 24, 2015. The Carriers received the money in their hands 63 days after the signed settlement. That equates to 35 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are R. Lin and Y. Hechavarria. Twenty times 35 equals \$700.00 (seven hundred dollars) to be paid to each of the two Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.

Kenneth Lerch

NALC Representative & Date
Kenneth Lerch

3-29-2016

Linda Ackerman

USPS Representative & Date
Linda Ackerman

3-29-2016

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC **Date:** March 29, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 16022790
Union Grievance #: 54-15-RW086
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to NALC Branch 3825 due to an untimely pay adjustment concerning a Pre-arbitration settlement on 53-15-RH7 dated September 3, 2015. NALC Branch 3825 received the money in their hands 46 days after the signed settlement. That equates to 18 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Grievant here is NALC Branch 3825. Twenty times 18 equals \$360.00 (three hundred sixty dollars) to be paid to NALC Branch 3825.

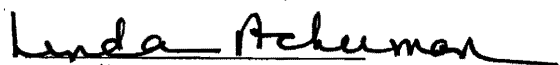
Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) The total payment to NALC Branch 3825 for this grievance is \$1,860.00 (one thousand eight hundred sixty dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.



NALC Representative & Date
Kenneth Lerch

3-29-2016



USPS Representative & Date
Linda Ackerman

3-29-2016

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC **Date:** March 29, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 16022795
Union Grievance #: 54-15-RW087
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to NALC Branch 3825 due to an untimely pay adjustment concerning a Pre-arbitration settlement on 53-15-RH8 dated September 3, 2015. NALC Branch 3825 received the money in their hands 46 days after the signed settlement. That equates to 18 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Grievant here is NALC Branch 3825. Twenty times 18 equals \$360.00 (three hundred sixty dollars) to be paid to NALC Branch 3825.

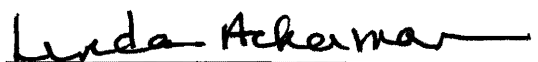
Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) The total payment to NALC Branch 3825 for this grievance is \$1,860.00 (one thousand eight hundred sixty dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.



NALC Representative & Date
Kenneth Lerch

3-29-2016



USPS Representative & Date
Linda Ackerman

3-29-2016

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC Date: March 29, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 15230737
Union Grievance #: 50-15-SL59
Grievant: NALC
Office: Rockville, MD

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carrier due to an untimely pay adjustment concerning a Formal A grievance settlement on 50-15-SL12 dated May 7, 2015. The Carrier received the money in their hands 57 days after the signed settlement. That equates to 29 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carrier is Rodney Southerland. Twenty times 29 equals \$580.00 (five hundred eighty dollars) to be paid to Rodney Southerland.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to management that it is withdrawing the case from arbitration.



**NALC Representative & Date
Kenneth Lerch**

3-29-2016



**USPS Representative & Date
Linda Ackerman**

3-29-2016

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW089

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034116

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW057 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Jermeria Murray, Vivian Walker and Robert Weisner. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the three Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-29-2016

Date

Linda Ackerman

Management Representative

3-29-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW093

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034125

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW070 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Rodney Hubbard, Bernadette Bradley, Christopher Solis, Kevin Abernathy, Kauskik Naik and Edward Knott. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the six Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-29-2016

Date

Linda Ackerman

Management Representative

3-29-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW092

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034144

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW069 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Timur Iskakov, Karen Seaforth and Dagobert Tchatat. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the three Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-29-2016

Date

Linda Ackerman

Management Representative

3-29-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW096

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034134

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW073 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are John Fitts, Julio Serga and Jeffrey Andrews. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the three Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch
Union Representative

Linda Ackerman
Management Representative

3-29-2016
Date

3-29-2016
Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW098

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034150

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW075 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Edward Knott and Tony Mason. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the two Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch
Union Representative

3-29-2016
Date

Linda Ackerman
Management Representative

3-29-2016
Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW101

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034166

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW078 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Michael Lauriente, Ta-Wei Moh, Tony Mason and Kevin Abernathy. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the four Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-29-2016

Date

Linda Ackerman

Management Representative

3-29-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW099

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034160

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW076 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Greg Brooks and Jiexing Yu. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the two Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-29-2016

Date

Linda Ackerman

Management Representative

3-29-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW100

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034164

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW077 dated September 11, 2015. The Carriers received the money in their hands 84 days after the signed settlement. That equates to 56 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Edward Knott and Jiexing Yu. Twenty times 56 equals \$1,120.00 (one thousand one hundred twenty dollars) to be paid to each of the two Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-29-2016

Date

Linda Ackerman

Management Representative

3-29-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW094

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034146

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW071 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Rodney Hubbard, Bernadette Bradley, Kauskik Naik, Chauncey Pinkney and Michael Lauriente. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the five Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-29-2016

Date

Linda Ackerman
Management Representative

3-29-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW095

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 29, 2016

GATS NUMBER 16034132

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW072 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are Kauskik Naik and Kevin Griffin. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the two Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-29-2016

Date

Linda Ackerman

Management Representative

3-29-2016

Date

PRE-ARBITRATION SETTLEMENT

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Main Office

GRIEVANCE # 50-15-SL64

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 30, 2016

GATS NUMBER 15230782

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 50-15-SL28 dated May 12, 2015. The Carrier received the money in their hands 150 days after the signed settlement. That equates to 122 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carrier's are Rodney Southerland and S. Ahn. Twenty times 122 equals \$2,440.00 (two thousand four hundred forty dollars) to be paid to each of the two Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

Kenneth Lerch

Union Representative

3-30-2016

Date

Linda Ackerman

Management Representative

3-30-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW102

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 30, 2016

GATS NUMBER 16034168

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carrier due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-R079 dated September 11, 2015. The Carrier received the money in their hands 84 days after the signed settlement. That equates to 56 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carrier is Jiexing Yu. Twenty times 56 equals \$1,120.00 (one thousand one hundred twenty dollars) to be paid to Jiexing Yu.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch
Union Representative

3-30-2016
Date

Linda Ackerman
Management Representative

3-30-2016
Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW091

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 30, 2016

GATS NUMBER 16034142

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carrier due to an untimely pay adjustment concerning a Formal A grievance settlement on 54-15-R059 dated September 11, 2015. The Carrier received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carrier is Gregory Brooks. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to Greg Brooks.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-30-2016

Date

Linda Ackerman

Management Representative

3-30-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW090

MANAGEMENT REP: Linda Ackerman

GRIEVANT: CLASS

DATE: March 30, 2016

GATS NUMBER 16034121

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management hereby agrees to pay twenty dollars per calendar day to the following Carriers due to an untimely pay adjustment concerning a Formal A grievance settlement on 54-15-RW058 dated September 11, 2015. The Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. The Carriers' are John Fitts, Julio Serga and Jeffrey Andrews. Twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each of the three Carriers listed above.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

3-30-2016

Date

Linda Ackerman

Management Representative

3-30-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Main Office

GRIEVANCE # 50-16-SL136

MANAGEMENT REP: Linda Ackerman

GRIEVANT: Class

DATE: April 7, 2016

GATS NUMBER- NONE

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management violated the Rockville Information Request Policy on April 1, 2016.

Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which will comply with the spirit and intent of good-faith bargaining.

Therefore, management will award NALC Branch 3825 \$1,500.00 (one thousand five hundred dollars) due to the ongoing and escalating remedies on this issue. Management agrees to cease and desist violating the Rockville Information Request Policy. Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

4-7-2016

Date

Linda Ackerman

Management Representative

4-7-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Main Office

GRIEVANCE # 50-16-SL135

MANAGEMENT REP: Linda Ackerman

GRIEVANT: Class

DATE: April 7, 2016

GATS NUMBER- NONE

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management violated the Rockville Information Request Policy on April 1, 2016. (Information was requested concerning Jaya Ferguson's 7 day suspension letter dated March 26, 2016.)

Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which will comply with the spirit and intent of good-faith bargaining.

Therefore, management will award NALC Branch 3825 \$1,500.00 (one thousand five hundred dollars) due to the ongoing and escalating remedies on this issue. Management agrees to cease and desist violating the Rockville Information Request Policy. Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

4-7-2016

Date

Linda Ackerman

Management Representative

4-7-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Main Office

GRIEVANCE # 50-16-SL137

MANAGEMENT REP: Linda Ackerman

GRIEVANT: Class

DATE: April 7, 2016

GATS NUMBER- NONE

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management violated the Rockville Information Request Policy on March 17, 2016.

Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which will comply with the spirit and intent of good-faith bargaining.

Therefore, management will award NALC Branch 3825 \$1,500.00 (one thousand five hundred dollars) due to the ongoing and escalating remedies on this issue. Management agrees to cease and desist violating the Rockville Information Request Policy. Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

4-7-2016

Date

Linda Ackerman

Management Representative

4-7-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Main Office

GRIEVANCE # 50-16-SL44

MANAGEMENT REP: Linda Ackerman

GRIEVANT: Class

DATE: April 7, 2016

GATS NUMBER- NONE

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management violated the Rockville Information Request Policy on January 20, 2016.

Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which will comply with the spirit and intent of good-faith bargaining.

Therefore, management will award NALC Branch 3825 \$1,500.00 (one thousand five hundred dollars) due to the ongoing and escalating remedies on this issue. Management agrees to cease and desist violating the Rockville Information Request Policy. Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

4-7-2016

Date

Linda Ackerman
Management Representative

4-7-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Main Office

GRIEVANCE # 50-16-SL36

MANAGEMENT REP: Linda Ackerman

GRIEVANT: Class

DATE: April 7, 2016

GATS NUMBER- NONE

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management violated the Rockville Information Request Policy on February 23, 2016.

Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which will comply with the spirit and intent of good-faith bargaining.

Therefore, management will award NALC Branch 3825 \$1,500.00 (one thousand five hundred dollars) due to the ongoing and escalating remedies on this issue. Management agrees to cease and desist violating the Rockville Information Request Policy. Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

4-7-2016

Date

Linda Ackerman

Management Representative

4-7-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Main Office

GRIEVANCE # 50-16-SL71

MANAGEMENT REP: Linda Ackerman

GRIEVANT: Class

DATE: April 7, 2016

GATS NUMBER- NONE

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management violated the Rockville Information Request Policy on March 5, 2016.

Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which will comply with the spirit and intent of good-faith bargaining.

Therefore, management will award NALC Branch 3825 \$1,500.00 (one thousand five hundred dollars) due to the ongoing and escalating remedies on this issue. Management agrees to cease and desist violating the Rockville Information Request Policy. Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

4-7-2016

Date

Linda Ackerman

Management Representative

4-7-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Main Office

GRIEVANCE # 50-16-SL45

MANAGEMENT REP: Linda Ackerman

GRIEVANT: Class

DATE: April 7, 2016

GATS NUMBER- NONE

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following:

Management violated the Rockville Information Request Policy on January 20, 2016. (Information requested on Jaya Ferguson's discipline letter dated January 16, 2016.)

Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which will comply with the spirit and intent of good-faith bargaining.

Therefore, management will award NALC Branch 3825 \$1,500.00 (one thousand five hundred dollars) due to the ongoing and escalating remedies on this issue. Management agrees to cease and desist violating the Rockville Information Request Policy. Nothing follows.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process.

Kenneth Lerch

Union Representative

4-7-2016

Date

Linda Ackerman

Management Representative

4-7-2016

Date

FORMAL STEP A RESOLUTION

UNION: NALC

POST OFFICE: Rockville

UNION REP: Kenneth Lerch

OFFICE/STATION: Potomac

GRIEVANCE # 54-15-RW097

MANAGEMENT REP: Linda Ackerman

GRIEVANT: Class

DATE: April 7, 2016

GATS NUMBER 16034137

As a result of our discussion on this date, it is mutually agreed that the above referenced grievance/dispute is resolved in accordance with the following;

Management hereby agrees to pay twenty dollars per calendar day to each of the following Carriers due to an untimely pay adjustment concerning an Informal A grievance settlement on 54-15-RW074 dated September 11, 2015. The Carriers' are Harrison Doh, Julia Hughes, Michael Cumiskey, Michael Norris II, Jlexing Yu, and Tony Gatling. The above Carriers received the money in their hands 42 days after the signed settlement. That equates to 14 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. For the above listed Carriers twenty times 14 equals \$280.00 (two hundred eighty dollars) to be paid to each Carrier listed above.

The Carriers listed below received the money in their hands 84 days after the signed settlement. That equates to 56 days after the 28 day period to have the money in the Grievant's hands after a grievance settlement. For the below listed Carriers twenty times 56 equals \$1,120.00 (one thousand one hundred twenty dollars) to be paid to each Carrier listed below. The Carriers' are Robert Welsner, Chauncey Pinkney, John Fitts, Julio Serga, Gregory Brooks, Kevin Abernathy, Jeffrey Andrews, Michael Lauriente and Kevin Griffin.

Also, due to repeat violations concerning untimely pay adjustments, NALC Branch 3825 is hereby paid a lump sum of \$1,500.00 (one thousand five hundred dollars.) Nothing follows.

Kenneth Lerch

Union Representative

4-7-2016

Date

Linda Ackerman

Management Representative

4-7-2016

Date