

POTOMAC

1. 54-08-LG91. Informal A. 7 DAY SUSPENSION alleging poor attendance is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF. Also, the 3.60 hours of AWOL is hereby changed to 3.60 hours of paid sick leave.
2. 54-08-LG96. Informal A. Letter of Warning alleging unauthorized overtime is reduced to 6 months in OPF.
3. 54-08-LG95. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
4. 54-08-GAB22. Formal A. Management will add 8 hours of annual leave to the Grievant's leave balance.
5. 54-08-LG40. Formal A. Grievant is hereby paid 50 units for being sent home because he was out of proper uniform when other Carriers were not sent home for being out of uniform.
6. 54-08-LG74. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
7. 54-08-LG71. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
8. 54-08-LG41. Informal A. Letter of Warning alleging a failure to scan two Delivery Confirmation parcels is reduced to a discussion.
9. 54-08-LG72. Informal A. Letter of Warning for taking lunch at the Post Office (unauthorized location) and after 1800 (on penalty pay time) is rescinded.
10. 54-08-LG10. Informal A. Grievant, a T-6 Work Assignment Carrier, is hereby paid 1.10 hours of overtime due to an ODL working overtime on his swing.
11. 54-08-LG20. Informal A. Grievant will be treated with dignity and respect when calling back to notify management that he cannot complete his assignment in the allotted time.
12. 54-08-RW24. Informal A. Grievant, a T-6, is hereby paid 69 units of penalty pay because management did not allow the Grievant to work at least 8 hours on one of the routes on her swing.
13. 54-08-RW26. Informal A. Management will allow 9 Carriers off on annual leave instead of 8 for three weeks in September of 2009.
14. 54-08-RW32. Informal A. The ODL is hereby paid an additional 59 units of overtime due to an Article 8 violation.
15. 54-08-RW33. Informal A. The ODL is hereby paid an additional 80

units of overtime due to an Article 8 violation.

16. 54-08-RW12. Informal A. Management will post the overtime equitability log within ten days of this signoff and the Carriers will have 14 days to file an equitability grievance. Management will properly post the overtime equitability tracking log at the end of each quarter.

17. 54-08-RW22. Informal A. Management will pay the Grievant for this grievance settlement within three pay periods or a \$25.00 penalty will occur.

18. 54-08-RW27. Informal A. The ODL is hereby paid an additional 11 units of overtime due to an Article 8 violation.

19. 54-08-RW28. Informal A. The ODL is hereby paid an additional 76 units of overtime due to an Article 8 violation.

20. 54-08-RW29. Informal A. The ODL is hereby paid an additional 12 units of overtime due to an Article 8 violation.

21. 54-08-RW30. Informal A. The two ODL's are hereby paid a total of 71 additional units of overtime due to an Article 8 violation.

22. 54-08-RW23. Informal A. Grievant, a T-6, is hereby paid 1.31 hours of penalty pay because management did not allow the Grievant to work at least 8 hours on one of the routes on her swing.

23. 54-08-RW63. Informal A. The two ODL's are hereby paid a total of 85 additional units of overtime due to an Article 8 violation.

24. 54-08-RW62. Informal A. The two ODL's are hereby paid a total of 1.33 hours of additional overtime due to an Article 8 violation.

25. 54-08-RW17. Informal A. The 8 hours of AWOL is hereby changed to 8 hours of paid sick leave.

26. 54-08-RW18. Informal A. The instruction to clock out to lunch and in from lunch while on street time is rescinded. Employees are only required to clock out and in to lunch when on office time.

27. 54-08-RW20. Informal A. The ODL is hereby paid an additional 59 units of overtime due to an Article 8 violation.

28. 54-08-RW21. Informal A. Management will talk to the Grievant in a respectful and professional manner when the Carrier calls back to notify management that he cannot make it back in the allotted time.

29. 54-08-RW05. Informal A. The 8 hours charged to annual leave is hereby changed to 8 hours of holiday pay. On another date, the 8 hours of AWOL is hereby changed to 8 hours of FMLA/annual leave and on another date the 8 hours of LWOP is hereby changed to 8 hours of annual leave.

30. 54-08-RW25. Formal A. Grievant hereby receives a week of annual

leave of her choice due to an LMU violation.

31. 54-08-LG94. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

32. 54-08-LG92. Formal A. 7 DAY SUSPENSION alleging poor attendance is rescinded.

33. 54-08-GAB30. Formal A. 7 DAY SUSPENSION alleging poor attendance is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF.

34. 54-09-LG1. Formal A. We withdrew this grievance when management agreed to have the 999 inputs resumed.

35. 54-08-LG97. Informal A. Grievant is awarded 8 hours of overtime due to a holiday scheduling (pecking order) violation.

36. 54-08-LG93. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime is reduced to 7 months in the Grievant's OPF. (Grievant did not complete a 3996 and did not call back.)

37. 54-09-GAB1. Formal A. 14 DAY SUSPENSION alleging unauthorized overtime is rescinded.

38. 54-09-LG3. Formal A. 14 DAY SUSPENSION alleging unauthorized overtime is reduced to a 7 DAY SUSPENSION and further reduced from two years to 3 months in OPF. Management will not cite this as a prior element in any future discipline, unless that future discipline is for unauthorized overtime.

39. 54-09-LG4. Formal A. Letter of Warning alleging poor attendance is reduced to 6 months in OPF.

40. 54-09-gab02. Formal A. Management will cease and desist telling the Grievant that he is "sorry" meaning (a sorry Carrier) and will treat the Grievant with dignity and respect from this point forward.

41. 54-09-LG2. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

42. 54-09-RW01. Informal A. Management failed to complete the leave calendar by the deadline. We withdrew the grievance when management at all levels including the postmaster committed to completing the leave calendar within a few days.

43. 54-09-GAB04. Informal A. Letter of Warning alleging poor attendance is reduced to 6 months in the Grievant's OPF and will not be cited as a prior element in any subsequent discipline unless that subsequent discipline is for attendance.

44 through 59. MEMORANDUM OF UNDERSTANDING- This resolves 16 grievances at Formal A. Any ODL can provide the designated amount

of router time including ODL'S who are due router time and this will count towards overtime equitability because this work is off their assignment. For Work Assignment or 8 hour Carriers- Management can instruct the Carrier to curtail mail and provide the router assistance that is due after the Carrier moves to street time. If the Work Assignment or 8 hour Carrier does his or her own router time, and leaves past their leaving time, management will provide street assistance for the amount of router time due. Of course, management has the option of starting ODL Carriers early to provide the designated amount of router time.

60. 54-09-GAB11. Informal A. The Station Manager will read the following settlement at a Service Talk due to her ordering Carriers not to call back when they cannot make it back in the allotted time. 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.