

Scribe Article November, 2015

The escalating remedy settlements continue concerning UNTIMELY PAY ADJUSTMENTS. We had a senior Carrier put off the clock on an Emergency Suspension.

At Step B it was determined that management had no just cause and the Grievant was to be made whole. Management refused to pay the Carrier. That grievance went to Step B, and again, management was ordered to make the Grievant whole. Again, management refused to pay the Carrier.

Another grievance went to Step B and management was ordered to pay the Carrier again! Management still refused to pay the Carrier. We filed another NON-COMPLIANCE grievance.

In the meantime, the first UNTIMELY PAY ADJUSTMENT grievance went to arbitration. We had hundreds of prior UNTIMELY PAY ADJUSTMENT settlements in the case file. Management wanted to PRE-ARB the grievance. The settlement was as follows;

Management agrees to cease and desist being untimely concerning pay adjustments. Management agrees to immediately pay the Grievant for the 70.12 hours he was put in an LWOP status plus one hour of overtime for nine days. (This amounted to \$2,384.00.) Management will also pay the Grievant twenty dollars per calendar day for 306 days plus a lump sum of \$200.00! (This amounted to \$6,320.00.) Also, management will pay NALC Branch 3825 \$1,200.00 as an escalating remedy for having to file repetitive UNTIMELY PAY ADJUSTMENT grievances.

The payout for this one UNTIMELY PAY ADJUSTMENT case amounted to \$9,904.00!!! This is a colossal settlement and a game changer!

After I handed local management the aforementioned PRE-ARB, management processed all the outstanding pay adjustments for Rockville in two days!!!!

I want to thank Alton Branson and Sergio Lemus for their outstanding work on this grievance.

Please visit our web site at www.nalc3825.com. We now have over 216,000 hits on our site!

IN THE STRUGGLE,
Kenneth Lerch
President NALC 3825