

# DAMASCUS

1. ST-28-08. Formal A. Management will maintain an atmosphere of Dignity and Respect among all employees.
2. ST-32-08. Formal A. Management will maintain an atmosphere of Dignity and Respect among all employees.
3. 72-08-ST31. Formal A. Letter of Warning alleging unauthorized overtime and using 36 units of penalty pay is rescinded.
4. ST-30-08. Formal A. Management will maintain an atmosphere of Dignity and Respect among all employees.
5. ST-29-08. Formal A. Management will maintain an atmosphere of Dignity and Respect among all employees.
6. ST-40-08. Formal A. The Grievant will be paid and coded for annual leave/FMLA in lieu of SLDC/FMLA from March 27 through April 12, 2008. All records will reflect this change.
7. ST-41-08. Formal A. We agreed to withdraw this grievance at the Formal A meeting after the postmaster apologized to the Grievant for the unfounded accusations.
8. 72-08-ST25. Formal A. Management will complete form 1723 for all 204b details with the beginning and ending dates of the assignment prior to the detail starting. If there is a premature termination of the higher level assignment, management will give the amended 1723 to the Union Steward or fax a copy to the Local Union president.
9. ST-24-08A. Formal A. Management will complete form 1723 for all 204b details with the beginning and ending dates of the assignment prior to the detail starting. If there is a premature termination of the higher level assignment, management will give the amended 1723 to the Union Steward or fax a copy to the Local Union president.
10. 72-08-44ST. Step B. Management violated the contract when they did not post a week of annual leave that was cancelled. Management must meet with the Shop Steward and mutually agree on another week to be posted for bid.
11. 72-08-AC12. Step B. The Postmaster violated the National Agreement. From this point forward, the Postmaster is directed to treat the Vice President of NALC Branch 3825 with dignity and

respect.

12. 72-08-ST57. Step B. Management violated Article 8 Section 5G of the National Agreement (overtime rules.) 2 NON-ODL'S are hereby awarded an additional 50 percent for a total of 1.89 hours and 2 ODL'S are hereby paid a total of 1.89 hours of penalty pay.

13. 72-08-70ST. Formal A. Management violated Article 15 Section 3A of the National Agreement. Management will cease and desist refusing to meet at Informal A and Formal A of the Dispute Resolution Process.

14. 72-08-69ST. Formal A. Management violated Article 15 Section 3A of the National Agreement. Management will cease and desist refusing to meet at Informal A and Formal A of the Dispute Resolution Process.

15. 72-08-68ST. Formal A. Management violated Article 15 Section 3A of the National Agreement. Management will cease and desist refusing to meet at Informal A and Formal A of the Dispute Resolution Process.

16. 72-08-78ST. Formal A. REMOVAL alleging unacceptable attendance is reduced to a 14 DAY SUSPENSION.

17. 72-08-67ST. Formal A. Letter of Warning alleging poor attendance is reduced to 3 months in the Grievant's OPF.

18. 72-08-AC11. Step B. The Postmaster violated the National Agreement when she told the Union Formal A advocate to have her contentions ready before the Formal A meeting and that they would jointly send the grievance package to Step B the same day as the Formal A meeting.

19. 72-08-TAP72. Step B. Management violated the National Agreement when they instructed the Grievant to drop his trays and clock off immediately after entering the building in the pm. This violates the M-41 handbook Sections 43 and 44. From this point forward, Carriers will be permitted to complete their pm office duties and this will be on the clock.

20. 72-08-46ST. Step B. Management violated the contract when the 204b carried mail without a revised 1723 prior to performing City Letter Carrier work. The ODL'S selected by the Union are hereby paid a total of three hours of overtime.

21. 72-08-TAP65. Step B. Letter of Warning alleging IMPROPER CONDUCT (Shop Steward is alleged to have raised his voice when speaking to the postmaster) is rescinded.

22. 72-08-KL05. Step B. 7 DAY SUSPENSION alleging unauthorized

overtime is rescinded.

23. 72-08-74ST. Formal A. Management violated Article 15 Section 3A of the National Agreement. Management will cease and desist refusing to meet at Informal A and Formal A of the Dispute Resolution Process.

24. 72-08-73ST. Formal A. Management violated Article 15 Section 3A of the National Agreement. Management will cease and desist refusing to meet at Informal A and Formal A of the Dispute Resolution Process.

25. 72-08-76ST. Formal A. Management will cease and desist charging Carriers with LWOP who have called in sick pending documentation.

26. 72-08-72ST. Formal A. Management violated Article 15 Section 3A of the National Agreement. Management will cease and desist refusing to meet at Informal A and Formal A of the Dispute Resolution Process.

27. 72-08-ST59. Step B. 14 DAY SUSPENSION alleging unauthorized overtime is rescinded.

28. 72-08-ST58. Step B. 7 DAY SUSPENSION alleging unauthorized overtime is rescinded.

29. 72-08-50ST. Step B. Management violated the contract. From this point forward, management will treat the Damascus Shop Steward with dignity and respect. (The 204b yelled at the Shop Steward on the workroom floor.)

30. 72-08-71ST. Formal A. Management violated Article 15 Section 3A of the National Agreement. Management will cease and desist refusing to meet at Informal A and Formal A of the Dispute Resolution Process.

31. 72-08-75ST. Formal A. Management violated Article 15 Section 3A of the National Agreement. Management will cease and desist refusing to meet at Informal A and Formal A of the Dispute Resolution Process. NOTE\*\* (Each time management refused to meet on a grievance at Informal A or Formal A, we filed a separate grievance stating that management refused to try and resolve the dispute at the lowest level.)