

# UNITY



*Dare to Struggle, Dare to Win*

**BRANCH 3825**

*2000 and 2002 National Award Winner for General Excellence*

*Volume 26 #1 January, 2007*

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**WE ARE ROCKVILLE, GERMANTOWN, POTOMAC, TWINBROOK, PIKE, DERWOOD, GMF & CABIN JOHN**

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## President's

### Report

Management is forcing our Union to arbitration once again! Management's final "offer" to our Union was insulting! Management wants to outsource some of our work (contract out our work to low bidders.) Management also "offered" us no wage increase for the first year and a 1 percent increase in each of the second and third years; all cost-of-living adjustments to be lump sum and not included in the wage rate (which means not built into our retirement either); COLA's eliminated at the end of the contract; and increased costs to Carriers for health insurance and pensions. We are in for the fight of our lives. Our national Union president, Bill Young, told the postmaster general to "Do yourself and the Postal Service a favor and immediately withdraw those ridiculous proposals you sent us. Then apologize to each and every Letter Carrier for demeaning their efforts that make this the best Postal Service in the world." We will keep you informed as the arbitration process unfolds.

Postal Reform was signed into law on December 20 and Bill Young attended the White House ceremony. The Postal Accountability and Enhancement Act was the first new governing statute for the Postal Service since 1970! This new legislation is supposed to provide financial and structural flexibility so the Postal Service can be competitive and remain a viable institution well into the 21st century. The 27 billion dollars that the Bush administration wanted to take away from the Postal Service will not be taken away. In fact, all but one of the dozens of anti-labor recommendations of the Bush administration were resolved in a favorable manner for us. The one bad item left in the Postal Reform Act requires injured Carriers to wait three days before beginning Continuation of Pay benefits. Our Union will introduce legislation at a later date to try and delete this three day waiting period. The merger with Gaithersburg passed at our branch meeting on December 6, 2006 and passed overwhelmingly at the Gaithersburg Union meeting on December 14, 2006. We sent

the merger request to Bill Young and if he accepts the merger it will take effect at that time. Steve Klein and Chuck Clark will be added to our executive board in an effort to provide Gaithersburg with immediate representation at the highest level of our branch. With their expertise, it will make our executive board that much better. We look forward to working with our new brothers and sisters from Gaithersburg and will do our absolute best to represent them and make management comply with the National Agreement. Gaithersburg has some very talented officers and Shop Stewards, so it would be in management's best interest to just comply with the contract. Time will tell.

There has been some significant grievance settlements (see the Grievance Summary section of this issue for all the summaries). I want to recognize Amy Campaign for the 52 hours of overtime she won for Germantown Carriers because management used clerk casuals in our craft. I also want to recognize all the other grievance settlements Amy and Tom Preston achieved. That was a ton of work! At the Main Office in Rockville, Dominick Lignelli won 92.5 hours of overtime at Step B due to inequitable distribution of overtime. Great job Dom! Management has been trying to escalate the discipline in suspension and Removal notices by citing prior elements that are not related to the instant charge. Step B has agreed with our position for a second time and ruled that this is a due process error by management. This is very significant when considering the fact that there are 9 million work rules and now management can only escalate the discipline if the prior elements are similar in nature. After reading the Grievance Summaries, it's clear that all of our Shop Stewards deserve a pat on the back for their dedication and tremendous effort!

I want to close by thanking Kevin Abernathy and Dominick Lignelli for all their work in putting together another successful Holiday Gala Party. A good time was had by all!

IN THE STRUGGLE,

Kenneth Lerch  
President NALC 3825

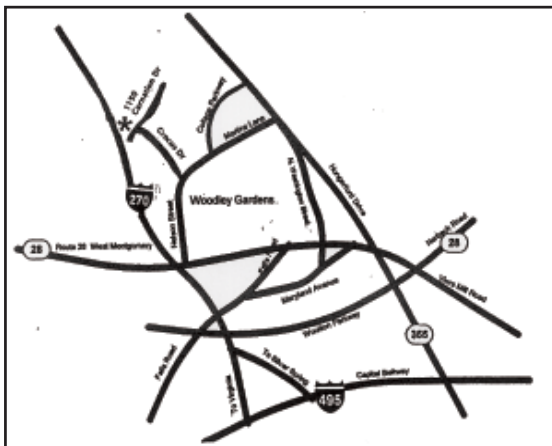
## OFFICERS

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**Fin.Sec.Treas.....Dominick Lignelli**  
**Sgt.at Arms.....Les Gaynair**  
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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

## 2006, 2007, ????

Wow, where has the time gone? It's 2007 and the clock keeps ticking along. I am amazed that I have been at this job for more than 30 years and closing in on possible retirement. As I sang Auld Lang Syne and took a moment to reflect, I couldn't help but wonder what lies ahead for the working class of the Postal Service. Five of Rockville's finest letter carriers: #1 Roger Starcher (Potomac), Clyde the glide Casey (main office), Ed Scheiderer (twinbrook), Bob Lanzaro and Gary (the king of cool) Ruffner (pike annex) sailed into the sunset at the end of 2006. We wish them all good health and many happy years of retirement life. So the question is, who is in line to replace these men?

The Postal Service and the Capital District have been operating on a shoe string (or should I say rubber band and paper towel ) budget and have acted like hiring a new PTF'S is sacrilegious. We now have five more vacancies and the same workforce to cover them. Incredibly, the master minds or mindless of this operation feel that hiring casuals is the answer to their ill-founded prayers. Our union has been successful in stopping the use of casuals and we will continue to resist the hiring of temporary workers to fill the void and need of full-time career employees. A casual was hired in Rockville recently for the first time in five years and the grievance is in motion. Another grievance filed by our branch is mandating an immediate hiring of 25 PTF's for all of Rockville. Before you ODL's have a conniption fit, remember 5 employees just retired and more are to come and we are operating below staff as it is. There will be overtime even with a massive hiring.

As I reflected on the years of service, I couldn't help but feel that I would certainly miss the friendships and great people I worked with but not the ridiculous behavior of management when it came to addressing reality in the working environment today. We recently had a three non-delivery days with two holidays from December 31 through January 2, 2007. When Wednesday rolled around, we were bombarded with mail and parcels and first of the month mail. The ability to control the workload was limited and we had to take marriage mail. Carriers did everything possible to manage the time but some of our carriers could not get done and off the street by 6 p.m. Some of these carriers who called back to their super-

### **Schedule of Union Meetings**

February 7  
 March 7  
 April 4  
 May 2  
 June 6

visors and informed them that they would not make it and gave their best effort were rewarded with special achievement awards. Well, maybe not. They were given **LETTERS OF WARNING** for unsatisfactory work performance! Lets see, give your best effort, work your tail off, follow instructions and get a slap in the face or a kick in the .....! I have been a steward for many years and seen all kinds of foolishness, but this kind of discipline for discipline's sake galls me to no end. Let me get out a violin and play along with a crying supervisor who says they are going to get in trouble if we are out after 6 p.m. Our job is to deliver the mail and we should complete our assignments without unfounded threats from the iron fist.

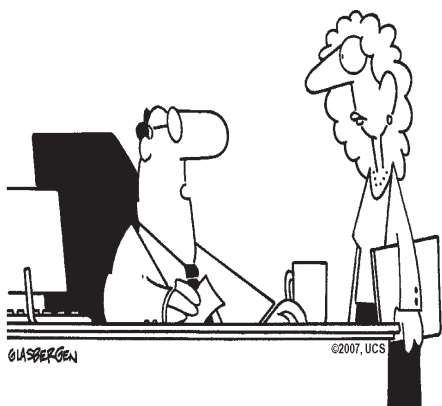
To all the members of our branch I would like to apologize for the failure of the grievance procedure in the Capital District. Many of our grievances are taking months (6-9) to be resolved and this is not the way the grievance-arbitration system was supposed to work. I hope our NBA will take note of this situation and do all in his power to rectify this malaise. Please be as patient as possible and know that the stewards and officers are doing their best to process your grievances. Remember, good things come to those who wait. This goes for our contract which is going to go to arbitration. Management is in full attack mode even though the Postal Service has been in a fiscal upswing for the last five years. I say what more can we do and they say no soup for you! If management wants to cut our pay and benefits, hire casuals and outsource our work, then lets go down swinging as hard as we can. We will keep you posted through word of mouth and the Postal Bulletins.

A final reflection on last year was the Holiday Party at the Rockville Civic Center Mansion. As a merger is imminent, this was our last party at one of the nicest venues in the entire DC area. Thanks to all who came to the party and thanks to Kevin Abernathy and George Abid who helped make all of our events there a tremendous success. Craig Hackey would have been proud. Wherever we go and whoever takes over lets hope the parties will continue to be a great time. Cheers.

*Closing In,*

*Dominick Lignelli*

*Main Office*



"I want you to cut everyone's salary by 15% - but make it look like a reward."

*From Gaithersburg*

### **The End and a New Beginning**

In my 22 years in Gaithersburg I have served the Union in various positions. I started out as an activist member, the served as financial secretary. My next stop was shop steward. Gary Kirwin was the president at the time. He was responsible for taking the local out of the trunk of a car, and into an office. We began to attend national and state conventions. Under his leadership, Gaithersburg became a force in the district and the region. He got me to run for my next position, vice-president.

When he stepped down and Jeff MacDonald took over as president, I remained as vice-president. In 1989, Jeff hurt his back and went out for surgery. He told me he would be out a couple of months. At that time I became the "temporary" president. I have served in that position through the present, with short periods of relief from Chuck Clark, Jim Peery, and a 4 year stint from Jim Bowman, who continues to help me even though he is "retired". I was also honored to have served on the various route inspection teams, from the co-leader program, through the REAP. I served on the state association for many years and worked with tireless activist president Larry Carroll, who got us involved in every election.

With old age (60) and various health problems, I asked for someone to step up. Nobody did, so I approached Rockville about merging. When the branches voted, Rockville was unanimous and Gaithersburg was 94% for. During my years in office, I had the honor of working with many great Union leaders. Bud Turner (to whom I owe so much) was the NBA when I began and I would like to thank him and his RAA, Jerry Kerner for all the help they gave to Gaithersburg. I also worked for NBA and national officer Tony Martinez and his staff, including Jim Sherfey. They were old school Union leaders who fought for ALL letter carriers, no matter what the size of their branch. As time passes, all things change, sometimes not for the better. Now it seems as if politics and rhetoric are the tools of the trade, even as management becomes more aggressive.

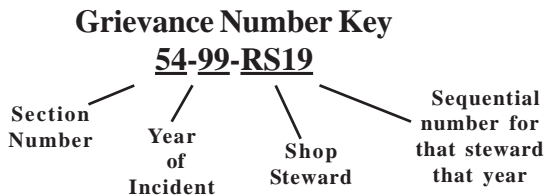
As our request for merger sits on Bill Young's desk, I feel both sadness and great optimism. Gaithersburg will no longer exist as a separate entity, but will become part of a more powerful merged branch that will strengthen the voice of all letter carriers in the central area of the great state of Maryland

Thank you to all the members of Gaithersburg who supported our local. For those of you who undermined us, go to hell, and don't forget to use protection when you sleep with management.

*Steve Klein*

## Key to Shop Steward Abbreviations

MC - Mike Curley .....	20852
SM - Shearly McFadden Shawn .....	20852
MS - Mike Shawn .....	20851/53
DL - Rob Parker (alt) .....	20851
LS - Les Gaynair .....	20854
KL - Ken Lerch .....	20852
GB - Greg Brooks .....	20854
SL - Sergio Lemus .....	20850
CB - Charlie Basham (alt) .....	20874/76
DL - Dominick Lignelli .....	20850
AC - Amy Campaign .....	20874/76
KA - Kevin Abernathy .....	20853/51
TP - Tom Preston.....	20874/76



## The Grievance Process

**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.

Enclosed are 192 grievance summaries ending December 31, 2006. Any grievances brought up to the union office after this date will appear in the next issue of Unity. We are up to date with the grievance summaries.

I want to thank all of the shop stewards for your continued great work.

In the struggle,

*Kenneth Lerch*

President, NALC 3825

## TWINBROOK

1. 53-2006-MS65. Informal A. The following Full-time Carriers are hereby paid an additional 50% for all hours worked over 12 for the day. 12.59 hours, 12.34 hours, 12.17 hours and 12.02 hours.

2. 53-2006-MS58. Formal A. Any leave coded as FMLA during the two and a half month period will not count against the Grievant's the 12 week FMLA limit because management failed to notify the Grievant within 2 business days of how the absences were to be recorded.

3. 53-2006-MS60. Formal A. The Letter of Warning for failing to carry a business bump prior to carrying the Grievant's own route is rescinded.

4. 53-2006-MS61. Formal A. Management will pay NALC Branch 3825 \$100.00 which will be donated to the charity of our choice due to a violation of Article 8 section 8B.

5. 53-2006-MS2. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

6. 53-20851-MS66. Informal A. The Grievant's leave will be changed to reflect FMLA protected leave.

7. 53-2006-MS14. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

8. 53-2006-MS30. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

9. 53-2006-MS22. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

10. 53-2005-MS59. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

11. 51-2006-MS37. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

12. 53-2005-MS42. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

13. 53-2005-MS27. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

14. 53-2006-MS64. Formal A. Letter of Warning for an at fault vehicle accident is reduced to 3 months and 17 days in OPF.

15. 53-2006-MS43. Step B. Letter of Warning alleging poor attendance is reduced to 6 months in OPF.

16. 53-2006-MS67-A. Step B. 14 DAY SUSPENSION alleging three days of AWOL is hereby reduced to a Letter of Warning.

17. 53-2006-MS35. Step B. Management will post for bid a router position due to the fact that the District adjusted routes via office assistance that added up to 8 hours.

18. 53-2006-MS21. Step B. Management was adding language to Section 436.42e of the ELM in their REMOVAL NOTICES in an effort to make it more burdensome for our members to get back pay. Resolved; Management is directed to cease and desist adding this language and is directed to provide this decision to all stations in Rockville.

19. 53-2006-MS71. Formal A. Management, specifically the District's FMLA Coordinator, violated the National Agreement. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA coordinator.

20. 51-2006-MS67. Formal A. Management, specifically the District's FMLA Coordinator, violated the National Agreement. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA coordinator.

21. 53-2006-MS74. Informal A. Letter of Warning alleging an express mail failure (not delivered by 12 noon) is rescinded.

22. 53-2006-MS72. Formal A. The Grievant will be treated with dignity and respect when he calls back to notify management that he cannot complete his assignment in the allotted time. The Grievant will be told to deliver the mail or bring it back. Management will refrain from performance related questions or comments during these types of call-backs.

### **GERMANTOWN**

1. 74-06-AC91. Informal A. Management will pay the Grievant one hour at the straight time rate due to an administrative pay adjustment problem.

2. 74-06-AC58. Step B. Management did not violate Article 5 (past

practice) when management discontinued a 15 year past practice of being allowed to get a coffee or soda outside the official 10 minute office break. (Come on Tonya!- Tonya Detrick is the Union advocate at Step B.)

3. 74-06-AC55. Step B. Class Action. Management took the position that one discussion for Unsatisfactory Work Performance is good for the Carrier's career and that management could move to the next level of discipline (Letter of Warnings). Resolved; Management will cease and desist the practice of considering an "Official Discussion" for one specific Time Wasting Practice as applicable for all other Time Wasting Practices.

4. 74-06-AC52. Step B. Class Action. Management will cease and desist the practice of not allowing Carriers their pm office work. Management was instructing Carriers to put the mail on the ledge and clock off.

5. 74-06-AC50. Step B. Class Action. Management will cease and desist the practice of not allowing the Carriers to collate "hold mail" returned from the street with existing "hold mail" bundles.

6. 74-06-AC57. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

7. 74-06-AC56. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

8. 74-06-AC84. Formal A. Management worked NON-ODL's over 10 hours on their regularly scheduled days and worked NON-ODL's over 8 hours on their N/S days. Management will cease and desist violating Article 8 Section 5F of the National Agreement.

9. 74-06-AC90. Informal A. Henceforth, management will only deduct the amount of leave that the Carrier requests.

10. 74-06-AC83. Formal A. Employees may hug and kiss as long as said behavior is done in a reciprocal, friendly manner so as to not be offensive in nature.

11. 74-06-AC89. Formal A. Management will cease and desist working PTF's beyond the 11 and one half hour daily maximum.

12. 74-06-TAP26. Formal A. Management will change the six days of LWOP to six days of paid EAL.

13. 74-06-AC53. Step B. Management did not violate a 15 year past practice when management told a Carrier they could not have a coffee or soda at their case even if they got the soda before work or on their break. Management contended that this is a time wasting practice and must obey the orders of management. The Step B team agreed. (The Union advocate was Tonya Detrick. I wonder if Tonya had a soda at her desk while typing up this disgusting Step B decision!)

14. 74-06-TAP7. Formal A. Management will implement an excel spreadsheet to better track the overtime for the quarterly overtime tracking sheet.

15. 74-06-AC92. Informal A. Management will cease and desist violating employees Weingarten Rights by trying to restrict the role of the Union Steward during management interrogations.

16. 74-06-AC62. Informal A. Management will comply with the call back policy when Carriers cannot complete their assignments in the allotted time. Management will instruct the Carrier to carry the mail or bring back the mail.

17. 74-06-AC18. Step B. Management did not convert the Grievant to regular in a timely manner. Management will convert the Grievant to full time regular status retroactively to 9-3-05.

18. 74-06-AC20. Step B. Management did not convert the Grievant to regular in a timely manner. Management will convert the Grievant to full time regular status retroactively to 11-12-05.

19. 74-06-AC14. Step B. 12 hours of penalty pay will be paid to the ODL's cited in the grievance due to casual clerks casing and delivering mail.

20. 74-06-AC96. Informal A. Grievant had two days of annual leave changed to sick leave. Management retaliated by saying the leave would be designated as unscheduled sick leave. We withdrew the grievance when management changed the leave to scheduled leave.

21. 74-06-TAP36. Formal A. MANAGEMENT WILL PAY 17 HOURS OF OVERTIME TO ODL'S DUE TO MANAGEMENT WORKING CASUAL CLERKS IN OUR CRAFT!

22. 74-06-TAP35. Formal A. MANAGEMENT WILL PAY 24 HOURS OF OVERTIME TO ODL'S DUE TO MANAGEMENT WORKING CASUAL CLERKS IN OUR CRAFT!

23. 74-06-TAP39. Formal A. MANAGEMENT WILL PAY 11 HOURS OF OVERTIME TO ODL'S DUE TO MANAGEMENT WORKING CASUAL CLERKS IN OUR CRAFT!

24. 74-06-AC93. Formal A. Letter of Warning alleging unauthorized overtime is rescinded. (The Grievant called back and told management that he could not complete the assignment in the allotted time and management told the Grievant to deliver the mail. This authorizes the overtime!)

25. 74-06-AC94. Formal A. All of the leave used by the Grievant is hereby changed to protected FMLA.

26. 74-06-AC95. Informal A. Letter of Warning alleging unauthorized overtime is rescinded. (The Grievant called back and told management that he could not complete the assignment in the allotted time and management told the Grievant to deliver the mail. This authorizes the overtime!)

27. 74-06-AC98. Informal A. Management will not tell Letter Carriers that they are not allowed to go through their curtailed mail to check for dated mail.

28. 74-06-AC101. Informal A. 14 DAY SUSPENSION alleging an expansion of street time is rescinded. (Note\* The Grievant called back and told management that he could not complete the assignment in the allotted time and management told the Grievant to deliver the mail. This authorizes the overtime!)

29. 74-06-AC102. Informal A. Letter of Warning alleging a failure to follow instructions is rescinded. (Carrier was told to go back out for additional street duties and the Grievant informed management that they had already clocked out. The Grievant did not refuse to go back out for additional street duties.)

30. 74-06-AC104. Informal A. Grievant is hereby paid an additional

20 minutes of overtime because management refused to allow the Grievant to complete her pm office duties.

31. 74-06-TAP42. Formal A. Management will provide a copy of the Grievant's 3996 upon request.

32. 74-06-AC99. Formal A. Management will treat all employees fairly and equitably by giving a Service Talk quoting the M-41 handbook "Attend quietly and diligently to work and refrain from loud talking and the use of profane language".

33. 74-06-AC103. Formal A. As soon as the Grievant came through the Post Office doors after delivering mail the supervisor yelled at him "Go, go, get off the clock". Resolved; Management will treat all employees with dignity and respect.

## DERWOOD

1. 55-06-SMS17. Informal A. The 1017-B notation by Rosie Johnson (unauthorized overtime) for 31 units is hereby rescinded.

2. 55-06-KA41. Informal A. Management (Rosie Johnson) will change the Grievant's records and approve EAL for 16 hours.

3. 55-06-KA48. Informal A. Management will cease and desist performing City Letter Carrier craft work. This includes inter-station runs.

4. 55-06-KA50. Informal A. Management will remove the 1017-B entry by Rosie Johnson (unauthorized overtime) immediately.

5. 55-06-KA3. PRE-ARBITRATION. Management (Rosie Johnson) violated Article 8 Section 5G. The ODL's were paid 8 hours of penalty pay or overtime as applicable at Step B. The NON-ODL was paid an additional 50% at Step B for 8 hours. The NON-ODL was also paid a lump sum of \$100.00 at PRE-ARBITRATION. The NON-ODL was ultimately paid \$478.56 for one day (8 hours of work).

6. 55-06-KA30. Formal A. Rosie Johnson told the Grievant that she had to drive her FMLA papers to the Post Office because copies and faxes of FMLA paperwork are not accepted. Grievant is hereby paid \$10.00 dollars for mileage. (THIS MUST BE THE 50th GRIEVANCE WIN ON THIS ISSUE!!!!)

7. 55-06-KA42. Formal A. Management (Rosie Johnson) denied the Grievant's annual leave request and then granted annual leave to a junior Carrier who submitted the leave request after the Grievant. Grievant is hereby granted one day of annual leave of her choice.

8. 55-06-KA11. Step B. Management charged the Grievant for 10 minutes and 11 minutes on a 1017-B (unauthorized overtime) for two separate days. Resolved; Grievant did use unauthorized time on both days.

9. 55-06-KA49. Formal A. Management (Rosie Johnson) violated the Contract by refusing to hear an Informal A. Resolved; Management will cease and desist refusing to hear Informal A's.

10. 55-06-KA43. Formal A. Management violated Article 8.5F of the National Agreement by working three NON-ODL's over 10 hours on their regularly scheduled day. They are each hereby paid an additional 75% for the time worked past 10 hours plus a lump sum of \$15.00 each (11.27 hours, 10.85 hours and 10.47 hours).

## **PIKE ANNEX**

11. 55-06-KA45. Formal A. Grievant is hereby paid an additional 50% for all time worked beyond 12 for the day (12.42 hours.)

12. 55-06-KA46. Formal A. The two PTF's are hereby paid an additional 75% plus a lump sum of \$80.00 each for all time worked beyond 11 and a half hours for the day (12.04 hours and 12.00 hours.)

13. 55-2006-SL14. Formal A. Management violated Article 8.5F of the National Agreement by working two NON-ODL's over 10 hours on their regularly scheduled day. They are each hereby paid an additional 75% for the time worked past 10 hours plus a lump sum of \$15.00 each (10.56 hours and 10.51 hours).

14. 55-06-KA18. Step B. Management (Rosie Johnson) changed the N/S day of a Carrier without the Union signing off on a 3189 (Revised Schedule form). Resolved; The Carrier will be paid an additional 50% for 8 hours (overtime all day).

15. 55-06-KA38. Formal A. Management, specifically the District's FMLA Coordinator, violated the National Agreement. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA coordinator.

16. 55-06-KA40. Formal A. Acting Station Manager Rosie Johnson violated the annual leave provision in our LMU. Resolved; Grievant will receive one day of annual leave of his choice not to be used on a designated holiday or the first workday after a holiday.

17. 55-06-KA47. Formal A. Management violated Article 8 (overtime rules). The two NON-ODL's are hereby paid an additional 125% for 72 units and 1.00 hour respectively and two ODL's will each be paid 86 units of overtime.

18. 55-06-LG3. Informal A. Management will treat the Grievant with dignity and respect.

19. 55-06-KA51. Formal A. Management, specifically the District's FMLA Coordinator, violated the National Agreement. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA coordinator.

20. 55-06-KA53. Formal A. Management, specifically the District's FMLA Coordinator, violated the National Agreement. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA coordinator.

## **INSTALLATION-WIDE**

1. 53-2005-MS59. Step B. NALC Class Action for Rockville, Maryland. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement with her standard FMLA denial letters.

2. IW-05-KL22. Step B. Management did not violate the Contract when they refused to grant copies of their blank standard FMLA denial letters (WHAT?!!!)

1. 52-2006-MC38. Formal A. 14 DAY SUSPENSION alleging a failure to complete a collection run on time is reduced to 5 months and 23 days in OPF.

2. 52-2006-MC35. Formal A. 7 DAY SUSPENSION for refusing to work on a designated holiday is reduced to a discussion.

3. 52-2006-MC20. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

4. 52-2006-MC26. Step B. 7 DAY SUSPENSION alleging several days of AWOL is reduced to a Letter of Warning and further reduced to one year in OPF.

5. 52-2006-MC15. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

6. 52-06-LG1. Informal A. Management and the Grievant will keep a better line of communication with each other to avoid disparate treatment in the future.

7. 52-2006-MC23. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and the dates cited will be converted to FMLA protected leave.

8. 52-2006-MC27. Step B. This was remanded from Step B to Formal A. Resolved; All dates cited will be converted to FMLA protected leave.

9. 52-2006-MC16. Step B. Management refused to convert a PTF to regular in a timely manner. Resolved; Grievant is hereby paid a lump sum of \$390.00 plus paid for the holiday missed for a total payment of \$540.00.

10. 52-2006-MC72. Informal A. Letter of Warning alleging a failure to deliver Express Mail by 12 noon (delivered at 12:06pm) is reduced to a discussion.

11. 52-2006-MC74. Informal A. Letter of Warning alleging a failure to deliver Express Mail by 12 noon (delivered at 12:01pm) is reduced to a discussion.

12. 52-2006-MC50. Formal A. All FMLA requested by the Grievant is hereby changed to approved FMLA leave.

13. 52-2006-MC70. Formal A. The 4 NON-ODL's who were forced to work their nonscheduled day without maximizing the ODL's to 12 hours are hereby each paid a lump sum of \$197.91.

14. 52-2006-MC66. Formal A. It is agreed that there will be better communication with the Grievant to assure quality customer service.

15. 52-2006-DL15. Step B. 14 DAY SUSPENSION alleging an express mail failure with management citing a 7 day suspension as a prior element that was not similar in nature is hereby reduced to a discussion.

16. 52-2006-MC82. Informal A. The following Carriers will be paid an additional 50% for all time worked beyond 60 hours for the

week (62.31 hours, 61.11 hours, 63.45 hours, 63.82 hours, 62.22 hours and 60.20 hours.)

17. 52-2006-MC68. Formal A. From this point forward, management will post the holiday volunteer list by 3:00pm 7 days in advance of the Tuesday preceding the holiday week.

18. 52-2006-MC69. Formal A. The two Carriers cited are each hereby paid 8 hours of holiday scheduling premium (time and a half) due to management scheduling them after the Tuesday before the holiday week.

19. 52-2006-MC75. Formal A. Management will cease and desist sending the Grievant directly to the street after clocking on. Grievant will not be treated in a disparate manner as it relates to casing the route.

20. 52-2006-MC80. Formal A. 14 DAY SUSPENSION alleging that mail was brought back to the office without notifying a supervisor and then profanity was used during the PDI is hereby rescinded. The Grievant agrees to use 3996's and 1571's properly and to treat management with dignity and respect.

21. 52-2006-MC81. Formal A. Management will cease and desist sending the Grievant directly to the street after clocking on. Grievant will not be treated in a disparate manner as it relates to casing the route.

22. 52-2006-MC24. Formal A. Grievance was withdrawn because the Grievant failed to produce documentation for the AWOL charges.

23. 52-2006-MC17. Formal A. Management failed to act on the transfer request. Grievance was withdrawn when the transfer was effectuated

### **MAIN OFFICE**

1. 50-2005-SL53. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

2. 50-2006-SL64. Informal A. Union time was not granted immediately. We withdrew the grievance when the Chief Shop Steward worked out the Union time issue with management.

3. 50-2006-DL06. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

4. 50-2006-SL16. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

5. 50-2006-SL17. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 10 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

6. 50-2006-SL37. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

7. 50-2006-SL27. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

8. 50-2006-SL54. Formal A. The 1017-B entry (unauthorized overtime) is hereby deleted. (The Carrier called back and management told him to keep delivering the mail.)

9. 50-2006-SL51. Formal A. Letter of Warning for having 19 pieces of first class mail at the case without a notification tag attached is rescinded.

10. 50-2006-SL52. Formal A. Letter of Warning alleging 4 missed MSP scan points is rescinded.

11. 50-2006-SL36. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

12. 50-2006-SL66. Formal A. Management scheduled the Carrier in 50 units early and only worked 8 hours for the day. Since management did not notify the Carrier by Wednesday of the preceding week of the schedule change, the Carrier is entitled to work or be paid for his normal tour. Grievant is hereby paid 50 units of overtime.

13. 50-2006-SL35. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

14. 50-2006-DL52. Informal A. Letter of Warning alleging an express mail failure (not scanned by 12 noon) is rescinded.

15. 50-2006-SL60. Formal A. Management violated Article 8.5F of the National Agreement by working three NON-ODL's over 10 hours on their regularly scheduled day. They are each hereby paid an additional 75% for the time worked past 10 hours plus a lump sum of \$15.00 each (10.98 hours, 10.65 hours and 10.04 hours).

16. 50-2006-SL63. Formal A. Management violated Article 8.5F of the National Agreement by working three NON-ODL's over 8 hours on their non-scheduled day. They are each hereby paid an additional 75% for the time worked past 8 hours plus a lump sum of \$15.00 each (10.93 hours, 10.38 hours and 8.50 hours).

17. 50-2006-DL43. Formal A. The Grievant's starting time was changed from 0900 to 0950. Resolved; The Grievant's starting time will return to 0900 immediately.

18. 50-2006-DL35. Formal A. 7 DAY SUSPENSION alleging a failure to scan firm sheets and a failure to follow instructions is reduced to a Letter of Warning and rescinded on this day.

19. 50-2006-DL31. Formal A. Letter of Warning alleging five express mail failures is rescinded.

20. 50-2006-SL65. Formal A. Two ODL's are hereby paid one hour of penalty pay each (double time) due to an Article 8 Section 5G violation (overtime rules).

21. 50-2006-SL74. Formal A. Two ODL's are hereby paid one hour of penalty pay each (double time) and a PTF is paid 87 units of penalty pay due to an Article 8 Section 5G violation (overtime

rules).

22. 50-2006-SL71. Formal A. Three PTF's are hereby paid 1.50 hours of penalty pay, 1.50 hours of penalty pay and 94 units of penalty pay (double time) due to an Article 8 Section 5G violation (overtime rules).

23. 50-2006-SL68. Formal A. Grievant is hereby paid an additional 50% for 8 hours because she worked off her assignment all day.

24. 50-2006-SL69. Formal A. Management will treat the Grievant with professional courtesy when dealing with a call back from the street when the Grievant cannot make it back in the authorized time.

25. 50-2006-SL75. Formal A. Management hereby pays the Carriers an additional 50% for all hours worked beyond 60 for the week (61.49 hours, 61.41 hours and 60.41 hours.)

26. 50-2006-DL41. Formal A. Management hereby pays the Carriers an additional 50% for all hours worked beyond 60 for the week (67.92 hours, 60.42 hours, 60.54 hours, 62.60 hours 61.68 hours, 60.41 hours, 60.75 hours, 61.18 hours, 60.36 hours and 61.19 hours.)

27. 50-2006-DL33. Formal A. The 16 hours of AWOL are hereby changed to 16 hours of EAL. All records will reflect this change.

28. 50-2006-DL46. Formal A. Grievant, a Work Assignment Carrier, is hereby paid an additional 48 units of overtime because he was bumped by an ODL who was on overtime.

29. 50-2006-DL53. Formal A. The 23.89 hours of AWOL are hereby changed to 23.89 hours of sick leave. All records will reflect this change.

30. 50-2006-DL26. Formal A. The 1017-B entry (unauthorized overtime) for one hour is hereby rescinded. (The Carrier called back and was told to keep delivering the mail.)

31. 50-2006-DL25. Formal A. The 1017-B entry (unauthorized overtime) for 1.40 hours is hereby rescinded. (The Carrier called back and was told to keep delivering the mail.)

32. 50-2006-DL54. Formal A. 7 DAY SUSPENSION alleging a delay of 174 pieces of first class mail and a priority parcel will be removed from the Grievant's OPF on October 2, 2008.

33. 50-2006-DL44. Formal A. NOTICE OF REMOVAL alleging an at fault vehicle accident and hit and run is hereby reduced to a 7 DAY SUSPENSION LETTER to be removed from the Grievant's OPF on September 25, 2008.

34. 50-2006-SL78. Formal A. Grievant is hereby paid a lump sum of \$17.50 because he did not receive 50 units of router assistance.

35. 50-2006-SL21. Step B. 14 DAY SUSPENSION alleging unsafe driving (speeding, running two red lights and making an illegal U-turn) is hereby reduced to a 7 DAY SUSPENSION and further reduced from two years in the OPF to one year 7 months and 25 days in OPF.

36. 50-2006-SL82. Formal A. Grievant is hereby paid a lump sum of \$17.50 due to the fact that he did not receive 50 units of router assistance.

37. 50-2006-DL20. Step B. Management violated the National

Agreement by improperly adjusting the route after a Special Route Inspection. The street time will be increased by 11 minutes and the route is hereby adjusted to 8 hours and 20 minutes. (Note\* We do not agree with this Step B decision and we are working with our NBA to reopen this case.)

38. 50-2006-SL41. Step B. Management failed to notify the local Union in advance that a 204b was coming back to craft. An ODL will be paid 1.50 hours of overtime.

39. 50-2006-SL87. Informal A. Management was adding language to Section 436.42e of the ELM in their REMOVAL NOTICES in an effort to make it more burdensome for our members to get back pay. Resolved; Management is directed to cease and desist adding this language. This settlement applies to all stations in Rockville.

40. 50-2006-SL83. Informal A. Grievant is hereby paid a lump sum of \$17.50 due to the fact that he did not receive 50 units of router assistance.

41. 50-2006-SL85. Informal A. Grievant is hereby paid a lump sum of \$17.50 due to the fact that he did not receive 50 units of router assistance.

42. 50-2006-SL84. Informal A. Grievant is hereby paid a lump sum of \$17.50 due to the fact that he did not receive 50 units of router assistance.

43. 50-2006-SL86. Informal A. Management suspended the driving privileges for more than 60 days. We withdrew the grievance when management reduced the Removal to a 7 day suspension and immediately restored the Grievant's driving privileges.

44. 50-2006-SL81. Informal A. UNION TIME WILL BE GRANTED IMMEDIATELY UPON REQUEST EVEN IF THE UNIT NEEDS TO BE MAXED.

45. 50-2006-DL59. Formal A. 14 DAY SUSPENSION alleging a failure to scan express mail is rescinded.

46. 50-2006-DL57. Formal A. The 1017-B entry (unauthorized overtime) for 29 units is hereby deleted.

47. 50-2006-DL58. Formal A. The Grievant will be treated with dignity and respect when he calls back to notify management that he cannot complete his assignment in the allotted time. The Grievant will be told to deliver the mail or bring it back. Management will refrain from performance related questions or comments during these types of call-backs.

48. 50-2006-DL55. Formal A. 14 DAY SUSPENSION alleging a failure to scan an express mail firm sheet is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF.

49. 50-2006-SL79. Formal A. Letter of Warning alleging a failure to scan a collection box is reduced to a discussion.

50. 50-2006-DL45. Formal A. Letter of Warning alleging that 9 pieces of first class mail were curtailed in slop buckets is reduced to a discussion.

51. 50-2006-DL76. Formal A. The Grievant will be treated with dignity and respect when she calls back to notify management that she cannot complete her assignment in the allotted time. The Grievant will be told to deliver the mail or bring it back. Management will refrain from performance related questions or comments during these types of call-backs.

52. 50-2006-SL91. Formal A. Grievant is hereby paid 50 units of overtime due to a violation of M-00911 (Work/Assignment Carriers are entitled and obligated to the overtime on their assignments.)

53. 50-2006-SL93. Formal A. Grievant is hereby paid a lump sum of \$17.50 because he did not receive 50 units of router assistance.

54. 50-2006-SL94. Formal A. Grievant is hereby paid an additional 75% for all hours worked past 8 on the day (45 units) plus a lump sum of \$15.00 due to a violation of Article 8.5F.

55. 50-2006-SL90. Formal A. Letter of Warning alleging an express mail failure, delivered after 12 noon, (1:06pm) is reduced to a discussion.

56. 50-2006-SL92. Formal A. Management violated Article 8.5G (overtime rules.) Nine NON-ODL'S are hereby paid \$64.15 each (This worked out to triple time and a half.)

57. 50-2006-DL23. Step B. 14 DAY SUSPENSION alleging an at fault backing accident is reduced to a Letter of Warning.

58. 50-2006-SL95. Formal A. Letter of Warning alleging misdelivery and failing to take "Val-Paks" as instructed is reduced to a discussion.

### **POTOMAC**

1. 54-06-LG68. Formal A. Management violated the LMU by awarding AL improperly. We withdrew the grievance when management agreed to grant the Grievant a day of AL of her choice.

2. 54-06-LG73. Informal A. Letter of Warning alleging that three pieces of first class mail were found in the UBBM slot is reduced to a discussion.

3. 54-06-LG65. Formal A. 14 DAY SUSPENSION alleging that a piece of Signature Confirmation was not scanned is reduced to a 7 DAY SUSPENSION and further reduced to 4 months and 26 days in OPF.

4. 54-06-LG71. Informal A. Letter of Warning alleging that the Grievant curtailed dated mail is rescinded.

5. 54-06-LG69. Formal A. Management will treat the Grievant like other employees when it comes to loud noises from her work area.

6. 54-06-LG75. Informal A. Management will treat the Grievant the same as other employees.

7. 54-06-LG60. Informal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

8. 54-06-LG59. Informal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

9. 54-06-LG57. Informal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

10. 54-06-LG50. Informal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

11. 54-06-LG56. Formal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

12. 54-06-LG58. Formal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

13. 54-06-LG53. Formal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

14. 54-06-LG55. Formal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

15. 54-06-LG54. Formal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

16. 54-06-LG52. Formal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

17. 54-06-LG51. Formal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

18. 54-06-LG49. Formal A. We withdrew the grievance when management agreed to change the Grievant's starting time back to 0750 after management changed the starting time to 0800.

19. 54-2006-RJ07. Step B. Management, specifically the District's FMLA Coordinator, violated Articles 5 and 19 of the National Agreement and all leave used by the Grievant will be converted to FMLA protected leave.

20. 54-2006-RJ05. Step B. Grievant is hereby paid 38.5 hours due to management improperly denying his light duty request.

21. MSPB SETTLEMENT. FIRST STEP. REMOVAL alleging poor attendance/AWOL is hereby reduced to a 14 DAY SUSPENSION and further reduced from two years to one year in OPF contingent on satisfactory attendance.

22. 54-06-LG79. Informal A. REMOVAL alleging poor attendance/AWOL. Grievance was withdrawn after the signing of the MSPB settlement above by the Chief Shop Steward.

23. 54-06-LG70. Formal A. Letter of Warning alleging that first class mail and BBM endorsement mail was found in the UBBM is hereby rescinded.

24. 54-06-LG76. Formal A. Carrier was accosted with racial attacks while delivering mail. Management sent her back out to deliver the mail. Resolved; The supervisor will be trained in the proper procedures when faced with this type of unsafe situation.

25. 54-06-LG72. Formal A. The AWOL charge is hereby changed to paid annual leave. All records will reflect this change. Grievant will also receive two days of annual leave of his choice.

26. 54-2006-RJ04. Step B. GRIEVANT IS HEREBY PAID 65.50 HOURS OF OVERTIME DUE TO INEQUITABLE DISTRIBUTION OF OVERTIME.

27. 54-2006-RJ03. Step B. GRIEVANT IS HEREBY PAID 27.00

## HOURS OF OVERTIME DUE TO INEQUITABLE DISTRIBUTION OF OVERTIME.

28. 54-06-LG38. Step B. Letter of Warning alleging unauthorized overtime is rescinded. (The Grievant called back and told management that he could not complete the assignment in the allotted time and management told the Grievant to deliver all of the mail. This authorizes the overtime!)

29. 54-06-LG61. Step B. Grievant suffered an on the job injury and was receiving threatening letters from collection agencies because the Post Office hadn't paid the medical bills. Resolved; Grievance denied. It is the employees responsibility to ensure that the correct billing codes are used.

30. 54-06-LG63. Step B. Grievant suffered an on the job injury and was receiving threatening letters from collection agencies because the Post Office hadn't paid the medical bills. Resolved; Grievance denied. It is the employees responsibility to ensure that the correct billing codes are used.

31. 54-06-LG78. Formal A. Management, specifically the District's FMLA Coordinator, violated the National Agreement. All FMLA requested by the Grievant is hereby changed to approved FMLA leave and the Grievant's 3971 and 3972 will reflect this change with copies provided to the Grievant and the Union. This grievance settlement supercedes any correspondence or denial of FMLA by the District's FMLA coordinator.

32. 54-06-LG81. Formal A. Management was treating the Grievant in a disparate manner by refusing to allow her to switch her nonscheduled days. Resolved; Grievant is granted a day of Administrative Leave not to be used on or after a designated holiday.

33. 54-06-LG82. Informal A. Letter of Warning for improper clockrings is reduced to a discussion.

34. 54-06-LG83. Informal 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.

## *And Finally*

Since our last issue a lot has happened. Nationally, a new Congress has been elected and installed in Washington, and apparently there will no longer be a rubber stamp for all the desires of the Executive Branch. Postal Reform has passed and been signed by President Bush, albeit with the twin disappointments of the change in COP benefits for carriers (a 3 day waiting period for being eligible) and the President's attached signing statement asserting his right to open your mail. NALC President Young has announced he will attempt to have sperate legislation enacted to change the COP rules.

Our national contract is now going to arbitration. The Postal Service's final offer was an insult, and would have resulted in a huge loss of wages and benefits for our membership. Our national leadership has excelled in contract

arbitration in the past, and while it's disappointing an agreement could not be reached, hopefully we will prevail in arbitration. It should come as no surprise that management chose to insult us considering that virtually all of their recent efforts have been aimed at subverting our contractual rights, overburdening our routes and issuing punitive discipline while paying lip service to feel good labor relations.

Locally, we have voted overwhelmingly to merge with the Gaithersburg branch and the merger now awaits President Young's approval. I met Gaithersburg President Steve Klein many years ago when he was on the REAP team working on Main Office route inspections and helping us tremendously. I've always had the greatest respect for Steve, and our merger will be a great benefit for both of our branches.

In other local news, we now have a new District manager. While this is welcome news, the early returns are not promising. The escalation of unreasonable discipline unfortunately seems right out of the playbook of our previous tinpot dictator. However, time will tell.

A while back, I was reading in the November issue of the Postal Record an article by Executive Vice President Jim Williams which discussed the Dispute Resolution Process and the Step B representatives. While in principle I agree with the VP's comments, I would have to say that the DRP is just as dysfunctional as our previous system. We have a huge backlog again in our grievances, the judgements made at the Informal and Formal Steps are not by neutral parties (as the management rep acts as both advocate and judge), management doesn't believe Step B decisions are precedent setting (unless it's favorable to them) and the Intervention system, as seen in Rockville, seems laughable.

Furthermore, while our main Step B rep now is a quality representative, union members cannot afford to have even backup or substitute reps who are not of the highest calibre - we need reps who are picked for their experience, training and expertise in the grievance procedure, nothing else. While, like VP Williams stated, I recognize the dedication of our Step B reps and appreciate their hard work, it is our duty to constructively criticize and try to improve our representatives, regardless of the sting. The Step B reps should not be isolated any more than we stewards on the floor, who take the heat or the praise, on a daily basis.

Mike Shawn  
Steward 20853

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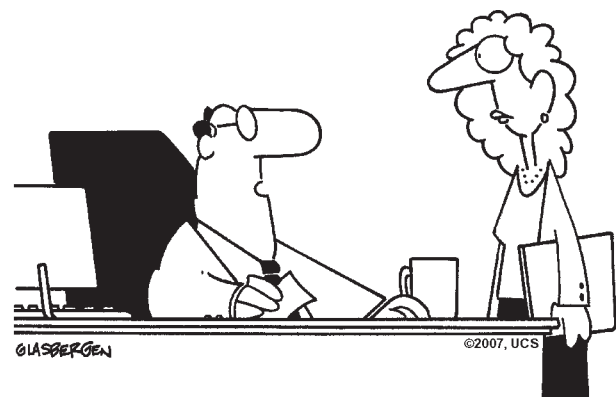
## February 2007

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

ON VALENTINE'S DAY...  
 GIVE A GIFT THAT COUNTS:

TELL A FRIEND ABOUT THE UNION

Wilson / UCS



"I want you to cut everyone's salary by 15% - but make it look like a reward."

**UNION  
MEETING**

**MEETING**