

UNITY



Dare to Struggle, Dare to Win

2000 and 2002 National Award Winner for General Excellence

BRANCH 3825

Volume 26 #3 Fall, 2007

WE ARE ROCKVILLE, GERMANTOWN, GAITHERSBURG, GMF & CABIN JOHN

President's

Report



As I write this article on August 21, I believe it is a foregone conclusion that the proposed contract will be ratified by Union letter Carriers across the nation. Some of the highlights are as follows; The contract would extend through November of 2011 with five general wage increases totaling 8.85 percent over the term of the agreement. This will include a retro-check back to November 25, 2006 which will include the calculations for overtime and penalty pay at the higher rate. These increases will raise the average basic salary by \$4,200.00 over the life of the contract. There will be 9 COLA's during the contract and a lump sum retro-COLA (yes two retro checks) in the amount of \$686.00. The estimate based on inflation running 2.2 percent would be an increase of \$2,992.00 over the life of the contract. This would total an increase of \$7,192.00 by November of 2011. Health insurance premiums would rise 5 percent by the end of the contract. Right now the Postal Service pays 85 percent and in 2012 they would pay 80 percent of our health insurance premiums. The average Letter Carrier will pay \$21.84 per pay period more for family coverage and \$9.23 per pay period more for self only coverage. With wage increases and projected COLA's, the average pay of Letter Carriers will rise by \$276.62 per pay period by 2010.

There have also been new protections against contracting out of our jobs. A Memorandum of Understanding would prohibit the contracting out of existing City Carrier work for the life of the contract. In offices that only have City Letter Carriers, no contracting out would be allowed. Rockville only has City Letter Carriers, however Germantown and Gaithersburg have rural delivery.

All casuals will be terminated if the proposed

contract is ratified. Management will be able to hire 8,000 transitional employees (TE's) with a cap of 6 percent in any one District. This is for the transition into the Flat Sequencing System and management's aim at reducing the number of City Letter Carriers.

There is also a Memorandum of Understanding concerning the third bundle issue for park and loop routes. We would be able to case the sequenced mail if we have less than 90 percent coverage of an all residential route or 75 percent for a mixed route.

As you can see from the Grievance Summaries section of this newsletter, the Shop Stewards have been working very hard. The 426 summaries were cut off on August 1, 2007. There are already 100 summaries for the next issue! Most of the Rockville violations occurred when OIC, Jack Felton was here. In fact, we are still settling large amounts of Article 8 violations from the Felton regime! I want to thank the Rockville Postmaster, Kathryn Harris, for stopping the Article 8 violations there. We still have many Article 8 grievances in Gaithersburg and Germantown. In fact, we have 25 arbitrations scheduled in the very near future concerning Article 8. We have achieved escalating remedies for the NON-ODL's forced to work overtime improperly in all of the Cities that we represent. This is a real tribute to your Shop Stewards.

Long time Shop Steward and Executive Board member, Dominick Lignelli, has resigned as the Main Office Shop Steward. After 30 years of serving as a dedicated Shop Steward we all thank him for his sacrifices and Steward work. He is the king of inequitable distribution of overtime cases winning more than 500 hours of overtime for Letter Carriers. Daniel Essome has stepped up and is now a Shop Steward at the Main Office.

According to the Postal Record, our Branch collected more food than any other Branch in the entire state. We even collected more than Washington, DC. Our Food Drive coordinator, Rick Sullivan, deserves much praise! Rick has been our point man for the Food Drive

OFFICERS

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Fin.Sec.Treas.....Dominick Lignelli
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EB Member (GBurg).....Chuck Clark

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

for more than a decade! Thank you Rick!

In our ongoing effort to win the right to an 8 hour day, Gaithersburg has won a significant victory. We were able to escalate the remedy for the NON-ODL's forced to work overtime in violation of our contract to an additional 75 percent. That means the NON-ODL's are being paid double time and three quarters for each hour of violation or \$53.24 per hour! Chuck Clark was the Chief Shop Steward who sent the appeal to Step B. Way to go Chuck!

The picnic was held at Bohrer Park in Gaithersburg. Kevin Abernathy was the picnic coordinator. From all reports, this was the best picnic ever. Thank you Kevin and we thank your entire picnic committee. A great time was had by all!

Union Brother, Chuck Clark, has put up an awesome Web Site for our Branch. Visit us at WWW.NALC3825.COM. Thank you, Chuck Clark!

IN THE STRUGGLE,

Kenneth Lerch

President NALC 3825

Editor's note: *On September 9, President Ken Lerch called and told me that union brother and Germantown letter carrier Alan Twyman had passed away. Branch 3825 would like to extend our deepest sympathy to Mr. Twyman's family.*

**Dates of Interest: NALC
State Convention Week of 10/7**

Schedule of Union Meetings

October 3
 November 7
 December 5
 (Installation of Officers)
 January 2

Lying Hypocrites



Everyone knows that management has proven themselves to be less than truthful, but that's just the tip of the iceberg. Sometimes I think they believe we are idiots. They keep telling us that the reason we have to work more "efficiently" is because mail volume is declining. According to the latest information provided by the USPS to the Activist magazine, mail volume is up by 0.9% over the same period last year. Here are some other examples of their lying hypocrisy.

Example #1: They say safety is very important, then they impose moronic work methods upon us. The other day, our postmaster told us that we must work more "efficiently". They want us to carry multiple bundles on mounted routes. The other day I had 4 extra bundles. On the far right side of the tray holder, I had shoppers at the front of the tray and Metro magazines at the back half of the tray. The next tray had a real estate box holder and Bed, Bath and Beyond boxholders. The 3rd tray had DPS. The 4th tray was my cased mail. Even though the vehicle was made to hold three trays of mail, I obviously had four trays. I had the 1st and 4th trays hanging over the edges so I could fit all of the mail for each delivery within reach. This work method causes us to twist and reach much more than is necessary. Is that efficiency? The amount of time "saved" in the office was more than wasted on the street. The time for each delivery was at least doubled (4 trays instead of 2, plus the twisting factor). What about the price of gas? How about those 120 degree temperatures inside the vehicle?! I guess that doesn't matter when it comes to managerial financial enhancement. So, don't worry, the bonus money is based on office time, not street time. Any normal business would look at the total time per delivery, not only office time. The USPS is not a normal business, it is management money driven.

Example #2 is diversity. They are always preaching diversity. They are hypocrites. They want every case to be 2 sided. Guess what - all routes are not the same. Some routes need three pieces of equipment. We were told it was to avoid twisting

(please refer to multiple bundle delivery method outlined above). Again, they are so stupid that they don't realize that after the smaller separations get full, carriers must use two hands to get the mail into the slot, thus increasing casing time.

Example #3 is service. They don't give a damn about service, only about office time. Last week, an ODL carrier who is only used to his own route carried a route on my swing. The next day, I must have picked up at least 50 pieces of "misplaced" mail, including some DPS for an address that has no delivery receptacle that was misdelivered halfway down the street from the address. The patron opened the 2 bank statements and then wrote on them, "wrong house". The saving grace was the carrier got back by 5:00 PM. Great job! When carriers are on vacation, the mail that is brought back from the street sits in tub flats under their cases. Anyone heard of delay of mail? Well, at least this mail is not a sleeper.

Example #4 is that management knows what they are doing. This myth is proven wrong by KX (a hypothetical name to protect the not-so-innocent). This genius, who I'm told never carried mail, came up with a hard workers (management calls it high earners) list. These carriers are the ones who never turn down overtime when managers assign it to them. In many cases these carriers know most of the routes in their office for both casing and carrying purposes. By not working them, KX has decreased productivity and increased work hours. What a brilliant idea! Hey KX, guess what? The mail gets delivered anyway. Since this moronic decision, more carriers are returning after 5:00 PM. Maybe that doesn't matter anymore. This stupid decision will help us prove that the 5:00 goal is bogus. Thank you; maybe you have reached the required screw-up level to warrant a promotion.**

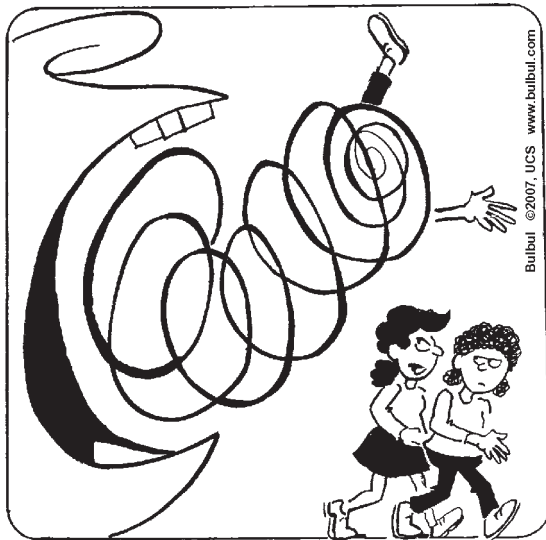
Example #5 is that sexual harassment will not be tolerated. In our office a supervisor went up to a senior carrier and said "I'm going to f... you in the a.. so hard, you won't go back to your wife." He then made some indecent sexual remarks about nuts to a female clerk. His punishment was to be moved to another office and promoted to station manager. So please, Jerry Lane, do not send us any more of your letters of how sexual harassment will not be tolerated, because that is a lie.

Example #6: Management tells us that we are working together. Here are some examples of our "togetherness". Management thinks Article 8 does not exist. Management will not abide by the JCAM when the union's case has been proven by referring to it. This is a violation of the JCAM itself. They take other office functions and tell us to perform them on the

street. Carriers on hold-downs have been taken off their assignments and sometimes moved to other offices. Carriers receive a postcard in the mail stating they will be receiving a VOE survey. The surveys come to the PO, but the carriers never get them. Who do you think is filling them out and sending them back? The hours that management posts on the OTDL equalization list are “accidentally” inflated for carriers they do not like and understated for their buddies. Little do they realize that by inflating the “bad” carriers hours, they are producing a bigger gap in hours that result in more \$\$ for the carriers lower on the list. Of course, grievances are filed on all the above. The usual answer is that they are being ordered by upper management to do these things. I guess we are lucky that these beings were not colonists during our fight for independence, or we would still be a colony of England.

Steve Klein

20877



"We warned him not to get caught in management's spin about 'no need for a union'."

****editor's note:** Several Rockville carriers would like to thank "KX" also for allowing them to collect money for nothing as a result a the equitabilty grievance filed due to their being forced to sit home because they worked to hard.

Magical Mail

On July 21, we all delivered the seventh, and final installment of the Harry Potter series. In many ways, this was the best day of the year (possibly excepting December 24) to be a letter carrier. How so? Because it hearkened back to what it used to be like to be a mailman.

When I started carrying mail in 1982, in each and every neighborhood and business we delivered, we were welcomed like heroes. We were bringing everyone news of their loved ones, checks, packages, legal documents - you name it, we brought it. Unfortunately, things were already beginning to change. Parcels were diminishing, fax machines were starting to operate, and UPS and FedEx were gobbling up the parcel and overnight business. The Postal Service made a very conscious decision to give up competing in the parcel and overnight arenas (for both political and business reasons), and decided to go into the future depending upon junk mail, sorry, bulk business mail. Over time, as e-mail proliferated and people began to pay their bills online, first class mail began to diminish.

The Service's response, to say the least, has been disappointing. The NALC pushed Postal Reform, initially with the apparent support of the Postal Service, only to have the Service attempt to poison pill the bill at the end. While the Reform bill did ultimately pass, the Postal Service has so far seemed completely uninterested in capitalizing on our new ability to compete.

This could have something to do with the quality of “upper” level management we now have. While a lot of yelling and screaming and cursing get done (walk by any closed door during the daily tele-con), the ability for those in charge to think outside the box has devolved into “which part of the carrier contract should we violate now?” But, I digress...

Anyway, back to Harry Potter. After returning from a great day on the street, customers happy and loving the PO again, the PM supervisor shouted out (regarding the people who ordered books) “ why can't those people just buy their books at the store like everyone else!”On Monday, it was back to marriage mail...

Mike Shawn
Editor

Business.... as Usual



The USPS spent \$254 million on grievances and labor issues with its employees in 2006, according to the 2006 USPS Annual Report. You have to do a little digging to find this information. On page 52 of this report, under the heading “Contingent Liabilities” is an entry for “Labor Cases”. It states that this amount is for “claims and suits resulting from labor issues.” More than a quarter of a billion dollars spent for violations of the contract.

There is no mention of these expenses in the USPS quarterly financial statements. It’s no wonder the Service doesn’t want to publish this figure in the quarterly report; the amount spent is, or should be, an embarrassment to postal management.

An August 2000 report of the United States Postal Service Commission On A Safe and Secure Workplace reported that “the annual cost of grievances has recently been estimated at \$217 million.” “A small industry of more than 300 arbitrators handles postal cases.”

There isn’t another company in the country that spends this kind of money on grievances that are the direct result of management’s complete disregard for the contract. No other company could operate this way and still be in business. It would be financial suicide. Yet, in our office and in offices across the country this is business as usual.

The Safe and Secure Workplace Report states that “this level of grievance activity appears unmatched in the public or private sectors.” “In the entire auto industry—with about 400,000 bargaining unit employees—only eleven grievances reached arbitration in 1998.”

So far in 2007 there have been two cases that resulted in payment by the Postal Service of nearly \$91 million. That’s 35% of the annual “Labor Cases Contingent Liabilities” budget in just two cases. It looks as if 2007 may be a record year.

One of these cases was a class action suit that was settled

in May for \$61 million, involving discrimination in advancement opportunities for people with workplace disabilities. The other one was an APWU arbitration settlement out of Phoenix, AZ on August 7, 2007, that was for the use of casuals in violation of Article 7. The clerks were awarded a total of \$19,717,431 and the local union was paid \$128,142 for the denial of union dues resulting from management’s failure to hire clerks.

In our branch, in Rockville, we received a step B settlement that paid non-ODL carriers an additional 175% at their regular rate of pay for instances where management assigned them overtime in violation of Art. 8.5.g. The ODL was also compensated at the appropriate overtime rate for missed overtime opportunities. Following this Step B decision the violations of Art. 8.5.g came to a halt in Rockville. Rockville has also achieved an escalation in remedies for other contractual violations.

An escalation in remedies for management’s continual violation of the contract is the only way to ‘compel’ management to honor it’s obligation to comply with the National Agreement. The additional 175% in Rockville supports this position.

For example, the continued payment of an additional 50% for forcing non-ODL carriers to work their NS day when there were ODL carriers available, is nothing more than establishing a new rate of pay for a specific violation of the contract. Continued use of non-ODL carriers in this situation, or in any continuing violation of the contract, should result in an increase in the amount of the settlement payment. Without this increase in the settlement amount, management will just consider the additional 50% or 75%, etc. as a cost if doing business.

I believe an escalation in the monetary remedy will eventually result in management’s contract compliance. This will mean an improved work place environment and millions of dollars in savings for the USPS and NALC. But until that happens, it’s business as usual.

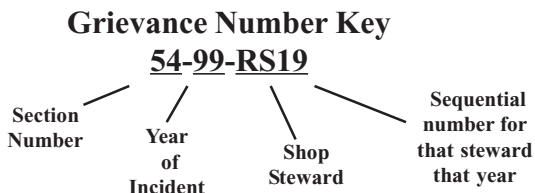
Chuck Clark

Montgomery Village

Branch Stewards & Abbreviations

MC - Mike Curley	20852
SMS - Shearly McFadden Shawn	20852
MS - Mike Shawn	20851/53
LG - Les Gaynair	20854
KL - Ken Lerch	20852
GB - Greg Brooks	20854
SL - Sergio Lemus	20850
DL - Dominick Lignelli	20850
AC - Amy Campain	20874/76
KA - Kevin Abernathy	20853/51
TAP - Tom Preston.....	20874/76
SK - Steve Klein.....	20877
CC - Chuck Clark.....	20878
CB - Clay Baldwin.....	20878
HM - Hugh McElroy, Jr.....	20879/66
CCR - Chester Crews.....	20879/66

Alternate Stewards are Mark Hicks, Mathew Ackah & Chris Lively (Gaithersburg), Mike Butz (Germantown) and Tim Bonnet & Bert Weisner (Potomac).



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.

GRIEVANCE SUMMARIES

Enclosed are 426 GRIEVANCE SUMMARIES ending August 1, 2007. Any grievances brought up to the Union Office after this date will appear in the next issue of Unity. Due to the tremendous amount of grievances caused by OIC Jack Felton, we are still settling cases back in February of 2007!!!

I want to thank all of the Shop Stewards for your continued great work!

IN THE STRUGGLE,

Kenneth Lerch

President NALC 3825

TWINBROOK

1. 53-2007-MS39. Formal A. Five Carriers are hereby awarded a total of 44 hours of overtime due to inequitable distribution of overtime.

2. 53-2007-MS62. Informal A. Grievant is awarded 1.31 hours of overtime due to a Work/Assignment violation.

3. 53-2007-MS44. Formal A. Letter of Warning for delivering express mail after 12 noon is reduced to a discussion.

4. 53-07-KA35. Formal A. 7 DAY SUSPENSION for curtailing mail without completing a 1571 is reduced to a Letter of Warning and further reduced from 2 years to 3 months in OPF.

5. 53-2007-MS48. Informal 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.

6. 53-2007-MS21. Informal A. Letter of Warning for one day of EAL on a snow day is rescinded.

7. 53-2007-MS35. Informal A. Letter of Warning for hitting a Collection Box 2 minutes early rescinded.

8. 53-2007-MS25. Formal A. Letter of Warning for a day of AWOL is reduced to 18 months in OPF.

9. 53-2007-MS31. Formal A. 14 DAY SUSPENSION alleging 48 hours of AWOL is rescinded and the 48 hours is hereby changed to FMLA/LWOP.

10. 53-2007-MS23. Informal A. Letter of Warning for using two days of sick leave is rescinded.

11. 53-2007-MS50. Informal 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 re-

flect 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.

12. 53-2007-MS24. Informal A. Letter of Warning for using one day of sick leave is rescinded.

13. 53-2007-MS46. Formal A. The unassigned regular will be assigned to route 053013 and the senior PTF will be converted to regular and assigned to route T-051511 to fill the residual vacancies.

14. 53-2007-MS47. Formal A. Form 1723 (for 204b details) will be provided to the Union at the local level showing the beginning and ending times of the detail. Such copies of Form 1723 will be provided to the Union in advance of the detail or modification thereto.

15. 53-2005-MS53. Step B. This was on hold pending a representative arbitration decision. The PTF is awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF worked 12.18 hours on 11-12-05.

16. 53-2007-MS37. Informal A. The NON-ODL is awarded an additional 75 percent for all hours worked past the restrictions found in Article 8.5F plus a lump sum of \$15.00. The NON-ODL worked 11.13 hours on 3-19-07.

17. 53-2007-MS36. Informal A. The three full-time Carriers are awarded an additional 50 percent for all time worked past 12 hours for the day. They worked 12.29 hours, 12.54 hours and 12.36 hours on 3-19-07.

18. 53-2007-MS26. Informal A. Letter of Warning for using EAL on a snow day is rescinded.

19. 53-2007-MS43. Informal A. The case configuration will be returned to its previous alignment.

20. 53-2007-MS22. Informal A. Letter of Warning for using EAL on a snow day is rescinded.

21. 53-2007-MS37. Informal A. Letter of Warning alleging late delivery of express mail is rescinded.

22. 53-2007-MS28. Informal A. Letter of Warning for using two days of sick leave is rescinded.

MAIN OFFICE

1. 50-2007-DL46. Formal A. REMOVAL for hitting a cyclist with the Postal vehicle is reduced to a 7 DAY SUSPENSION and further reduced from two years to 18 months in OPF.

2. 50-2007-MC71. Formal A. Management will cease and desist inserting criteria into REMOVAL packages which would make it more difficult for the employee to get back pay than what the ELM already states.

3. 50-2007-SL02. Formal A. Five Carriers are hereby awarded a total of 67 hours of overtime due to inequitable distribution of overtime.

4. 50-2007-SL49A. Formal A. Four Carriers are hereby awarded a total of 53 hours of overtime due to inequitable distribution of overtime.

5. 50-2007-DL43. Formal A. Letter of Warning for returning after 1700, using unauthorized overtime and failing to call back by 3:00 is reduced to a discussion.

6. 50-2007-SL71. Formal A. Letter of Warning alleging that a sleeper was left in the case is reduced to a discussion.

7. 50-2007-SL72. Formal A. The 1017-B entry (unauthorized overtime) will be deleted from the 1017-B log in 27 days provided there are no further incidents in the interim.

8. 50-2007-SL73. Formal A. Grievant's driving privileges were suspended. Grievance was withdrawn because the driving privileges were reinstated as part of the settlement concerning the REMOVAL NOTICE.

9. 50-2007-SL51. Formal A. Grievant is awarded a lump sum of \$17.50 because management failed to provide the Grievant router assistance on the day in question.

10. 50-2007-SL52. Formal A. Grievant is awarded another lump sum of \$17.50 because management failed to provide the Grievant router assistance on the day in question.

11. 50-2007-SL50A. Formal A. The District FMLA coordinator's decision to deny the Grievant's FMLA is hereby overturned and all absences are FMLA protected.

12. 50-2007-DL14. Informal A. Letter of Warning alleging missed collection boxes is rescinded.

13. 50-2007-DL20. Informal A. Letter of Warning for unauthorized overtime is rescinded.

14. 50-2007-DL22. Informal A. Letter of Warning alleging sleepers in case is rescinded.

15. 50-2007-DL21. Informal A. Letter of Warning alleging that the Grievant left hold mail in the office is rescinded.

16. 50-2007-SL64. Formal A. The 1017-B entry (unauthorized overtime) is hereby deleted.

17. 50-2007-DL15. Informal A. Letter of Warning alleging poor attendance is rescinded.

18. 50-2007-DL34. Formal A. The Chief Shop Steward is hereby paid 4.25 hours of overtime for having to write grievances off the clock in March of 2007.

19. 50-2007-DL33. Formal A. Management will cease and desist unreasonably denying Union time. This occurred in March of 2007.

20. 50-2007-SL23. Informal A. Grievance was withdrawn when management agreed to approve the Grievant's FMLA request.

21. 50-2007-SL49. Formal A. Grievant is hereby awarded 50 cents for having to call back when he could not complete his assignment in the allotted time.

22. 50-2007-SL46A. Formal A. The 1017-B entry (unauthorized overtime) for 18 units is hereby deleted.

23. 50-2007-SL46. Formal A. The 1017-B entry (unauthorized overtime) for 44 units is hereby deleted.

24. 50-2007-SL20. Informal A. Grievant is hereby paid 50 units

of guaranteed overtime. Was told to report early after the Wednesday before the workweek.

25. 50-2006-DL40. PRE-ARBITRATION. Grievant is hereby paid a lump sum of \$30.00 due to management improperly requiring documentation for sick leave usage.

26. 50-2007-DL41. Formal A. Letter of Warning for an at fault vehicle accident is reduced to 4 months and 3 days in OPF.

27. 50-2007-SL80. Formal A. Eight NON-ODL Carriers are hereby paid an additional 125 percent for a total of 6.99 hours and six ODL's are hereby paid 6.99 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 3, 2007.

28. 50-2007-SL84. Formal A. Five NON-ODL Carriers are hereby paid an additional 125 percent for a total of 6.67 hours and seven ODL's are hereby paid 6.67 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 21, 2007.

29. 50-2007-SL83. Formal A. Six NON-ODL Carriers are hereby paid an additional 125 percent for a total of 8.20 hours and eight ODL's are hereby paid 8.20 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 22, 2007.

30. 50-2007-SL81. Formal A. One NON-ODL Carrier is hereby paid an additional 125 percent for a total of one hour and one ODL is hereby paid one hour of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 24, 2007.

31. 50-2007-SL82. Formal A. Seven NON-ODL Carriers are hereby paid an additional 125 percent for a total of 9.24 hours and eight ODL's are hereby paid 9.24 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 23, 2007.

32. 50-2007-SL15. Formal A. Grievant is paid 1.02 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

33. 50-2007-SL35. Formal A. Grievant is paid 1.50 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

34. 50-2007-SL22. Formal A. Grievant is paid 1.05 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

35. 50-2007-SL16. Formal A. Grievant is paid 3.97 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

36. 50-2007-SL26. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for 2.86 hours plus a lump sum of \$30.00 due to management violating Article 8.5F.

37. 50-2007-SL30. Formal A. Fifteen NON-ODL Carriers are hereby paid an additional 125 percent for a total of 35.79 hours and 23 ODL's are hereby paid 35.79 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 22, 2007.

38. 50-2007-SL36. Formal A. Grievant is paid .99 hours of over-

time due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

39. 50-2007-SL25. Formal A. The PTF is awarded an additional 75 percent for all time worked over 11 and a half hours plus a lump sum of \$80.00 as an escalating remedy due to repeat violations. The PTF worked 12.23 hours on February 20, 2007.

40. 50-2007-SL68. Formal A. Form 1723 (for 204b details) will be provided to the Union at the local level showing the beginning and ending times of the detail. Such copies of Form 1723 will be provided to the Union in advance of the detail or modification thereto.

41. 50-2006-SL40. Step B. This was on hold pending a representative arbitration decision. The PTF is awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF worked 12.04 hours on May 15, 2006.

42. 50-2006-DL60. Formal A. Grievant is awarded 50 units of guaranteed overtime due to starting early and not being allowed to work his scheduled tour.

43. 50-2007-DL02. Formal A. Grievant is paid 50 units due to management performing craft work by bringing a bump to him on the street.

44. 50-2007-DL04. Formal A. Carriers will not have to clock on to code 782 (training) for regular stand-up/Service Talks. (Management was trying to hide hours again 1-13-07!)

45. 50-2007-DL05. Formal A. Grievant, a PTF, is paid an additional 50 percent for 3.88 hours due to management involuntarily sending him to another installation.

46. 50-2007-SL10. Step B. 18 NON-ODL Carriers are hereby paid an additional 175 percent for a total of 29.52 hours and the ODL's are hereby paid 29.52 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 9, 2007.

47. 50-2007-SL13. Step B. 3 NON-ODL Carriers are hereby paid an additional 175 percent for a total of 23.97 hours and the ODL's are hereby paid 23.97 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 12, 2007.

48. 50-2007-SL04. Step B. 16 NON-ODL Carriers are hereby paid an additional 175 percent for a total of 22.80 hours and the ODL's are hereby paid 22.80 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 2, 2007.

49. 50-2007-SL59. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

50. 50-2007-SL40. Formal A. 6 NON-ODL Carriers are hereby paid an additional 125 percent for a total of 33.99 hours and 26 ODL's are hereby paid 33.99 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 27, 2007.

51. 50-2007-SL41. Formal A. 8 NON-ODL Carriers are hereby paid an additional 125 percent for a total of 43.49 hours and

20 ODL's are hereby paid 43.49 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 28, 2007.

52. 50-07-KL11. Formal A. 8 NON-ODL Carriers are hereby paid an additional 125 percent for a total of 15.45 hours and 4 ODL's are hereby paid 15.45 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 2, 2007.

53. 50-2007-SL29. Informal A. Management will cease and desist laying out mail and, if necessary, will utilize PTF'S or ODL'S if the clerks don't want to do it.

54. 50-2007-SL44. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for .39 hours plus a lump sum of \$30.00 due to management violating Article 8.5F.

55. 50-2007-SL45. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for .47 hours plus a lump sum of \$30.00 due to management violating Article 8.5F.

56. 50-2007-SL39. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for 1.49 hours plus a lump sum of \$30.00 due to management violating Article 8.5F.

57. 50-2007-SL47. Formal A. The PTF is awarded an additional 75 percent for all time worked over 11 and a half hours plus a lump sum of \$80.00 as an escalating remedy due to repeat violations. The PTF worked 12.38 hours on March 16, 2007.

59. 50-2007-SL43. Formal A. Grievant is paid 1.45 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

60. 50-2007-SL48. Formal A. The PTF is paid an additional 50 percent for 9.23 hours due to management moving the PTF to another installation involuntarily.

61. 50-07-KL10. Formal A. 8 NON-ODL Carriers are hereby paid an additional 125 percent for a total of 8.11 hours and 3 ODL's are hereby paid 8.11 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 17, 2007.

62. 50-2007-SL56. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

63. 50-2007-SL57. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

64. 50-2007-SL55. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

65. 50-2007-SL58. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

66. 50-2007-SL65. Formal A. This NON-ODL is awarded an additional 75 percent for all time worked past the restrictions

found in Article 8.5F plus a lump sum of \$30.00 due to repeat violations. The NON-ODL worked 10.69 hours on his regularly scheduled day.

67. 50-2007-SL60. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

68. 50-2007-SL61. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

69. 50-2007-SL62. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

70. 50-2007-SL63. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

71. 50-2007-DL40. Formal A. Letter of Warning alleging that the Grievant became upset with a customer is reduced to 4 months and 3 days in OPF.

72. 50-2006-SL48. PRE-ARBITRATION. Grievant is awarded \$1,000.00 due to management failing to adjust his route within 52 days after a special inspection. This is an escalating remedy due to repeat violations.

73. 50-2006-DL34. PRE-ARBITRATION. Management retaliated against the Grievant for requesting a special inspection by changing his start time to a half an hour later 0800. Resolved; Grievant's start time will change back to 0750.

74. 50-2007-DL18. Informal A. Letter of Warning for using one day of EAL on a snow day is reduced to 4 months and one day in OPF.

75. 50-2007-DL17. Informal A. Letter of Warning for using one day of EAL on a snow day is reduced to 4 months and one day in OPF.

76. 50-2007-DL16. Informal A. Letter of Warning for using one day of EAL on a snow day is reduced to 4 months and one day in OPF.

77. 50-2007-SL31. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.

78. 50-07-SL70. Informal A. 1 NON-ODL Carrier is hereby paid an additional 175 percent for a total of 54 units and 1 ODL is hereby paid 54 units of overtime due to management violating Article 8 Section 5G (overtime rules) on June 2, 2007.

79. 50-2007-SL42. Informal A. The 5.82 hours of AWOL is changed to 5.82 hours of sick leave.

80. 50-2007-DL11. Formal A. Letter of Warning alleging that the empty postal vehicle was left unlocked in the postal parking lot is rescinded.

81. 50-2007-DL19. Informal A. Letter of Warning alleging that the Grievant left a sleeper in the case is reduced to 3 months

and 29 days.

82. 50-2007-DL42. Informal A. Letter of Warning alleging that the Grievant left a sleeper in the case is rescinded.

83. 50-2007-SL33. Informal A. Letter of Warning alleging that the Grievant missed a collection box is reduced to a discussion.

84. 50-2006-DL42. PRE-ARBITRATION. The 16 hours of AWOL is hereby changed to 16 hours of LWOP.

85. 50-2007-SL21. Formal A. 12 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 33.12 hours and 18 ODL's are hereby paid 33.12 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 16, 2007.

86. 50-2007-SL24. Formal A. 9 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 53.06 hours and 28 ODL's are hereby paid 53.06 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 20, 2007.

87. 50-2007-SL37. Formal A. 7 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 22.30 hours and 16 ODL's are hereby paid 22.30 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 26, 2007.

88. 50-2007-SL28. Formal A. 4 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 32.12 hours and 17 ODL's are hereby paid 32.12 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 21, 2007.

89. 50-2007-SL14. Formal A. 4 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 30.98 hours and 23 ODL's are hereby paid 30.98 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 13, 2007.

90. 50-2007-SL17. Formal A. 6 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 14.30 hours and 10 ODL's are hereby paid 14.30 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 14, 2007.

91. 50-2007-SL19. Formal A. 9 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 25.51 hours and 16 ODL's are hereby paid 25.51 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 15, 2007.

92. 50-2007-SL32. Formal A. 10 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 30.69 hours and 22 ODL's are hereby paid 30.69 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 23, 2007.

93. 50-2007-SL34. Formal A. 2 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 16.00 hours and 8 ODL's are hereby paid 16.00 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 24, 2007.

94. 50-2007-DL47. Informal A. Letter of Warning alleging a fail-

ure to scan express mail by noon is reduced to a discussion.

95. 50-2007-DL77. Informal A. Letter of Warning alleging a failure to scan express mail by noon (scanned at 12:01pm) is reduced to a discussion.

96. 50-2007-SL66. Formal A. The 1017-B entry (unauthorized overtime) for 16 units is hereby deleted.

PIKE ANNEX

1. 52-2007-MC70. Informal A- Remanded from Formal A. Management refused to post two weeks of annual leave that was cancelled. Resolved; The two weeks will be posted.

2. 52-2006-MC45. PRE-ARB. Grievant is hereby paid a lump sum of \$200.00 due to management renegeing on prior grievance settlements.

3. 52-2007-MC59. Formal A. The Harnest-Hogan settlement (Management's obligations under the FECA) is in full force and effect and management agrees to cease and desist violating it.

4. 52-2007-MC60. Formal A. Grievant will be provided the proper form to be reimbursed for a prescription he was told to get as a result of a dog bite he suffered on the job.

5. 52-2007-MC43. Formal A. The 14 DAY SUSPENSION for a backing accident is reduced to a Letter of Warning.

6. 52-2007-MC40. Formal A. The NON-ODL Carrier is hereby paid an additional 125 percent for a total of 8.15 hours and four ODL's are hereby paid 8.15 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 21, 2007.

7. 52-2007-MC42. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

8. 52-2006-MC83. Step B. Letter of Demand for \$835.62 is hereby rescinded.

9. 52-07-SMS1. Informal A. From this point forward, management will allow Carriers to complete 3971's on the clock.

10. 52-2006-MC55. Step B. Letter of Warning for an express mail failure is reduced to a discussion.

11. 52-2007-MC13. Formal A. The 1017-B entry (unauthorized overtime) for 94 units will be removed from the 1017-B log in one year (Grievant did not call back to notify management that they could not complete the assignment in the allotted time.)

12. 52-2007-MC30. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for 1.21 hours plus a lump sum of \$30.00 due to management violating Article 8.5F.

13. 52-2007-MC32. Formal A. Grievant is paid 3.61 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

14. 52-2007-MC38. Formal A. Grievant is paid 5.70 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

15. 52-2007-MC36. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for 2.12 hours plus a lump sum of \$30.00

due to management violating Article 8.5F.

16. 52-2007-MC36A. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for 1.17 hours plus a lump sum of \$30.00 due to management violating Article 8.5F.

17. 52-2007-MC34. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for 1.54 hours plus a lump sum of \$30.00 due to management violating Article 8.5F.

18. 52-2007-MC35. Formal A. Four NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 22.14 hours and fourteen ODL's are hereby paid 22.14 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 16, 2007.

19. 52-2007-MC52. Formal A. 9 ODL Carriers are awarded a total of 64 hours of overtime due to inequitable distribution of overtime.

20. 52-2007-MC51. Formal A. Management will cease and desist the willful disregard or defiance of posting the overtime log at the end of the calendar quarters.

21. 52-2007-MC53. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

22. 52-2007-MC54. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

23. 52-2007-MC55. Formal A. From this point forward, management will pay the charity of the Union's choice \$100.00 due to management refusing to meet an Informal A within 14 days.

24. 52-2007-MC66. Formal A. From this point forward, management will pay the charity of the Union's choice \$100.00 due to management refusing to meet an Informal A within 14 days.

25. 52-2007-MC6. Step B. 2 NON-ODL Carriers are hereby paid an additional 150 percent for a total of 14.70 hours and the ODL's are hereby paid 14.70 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on January 3, 2007.

26. 52-2007-MC19. Step B. 1 NON-ODL Carrier is hereby paid an additional 150 percent for a total of 7.94 hours and 7 ODL's are hereby paid 7.94 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on January 16, 2007.

27. 52-07-SMS2. Step B. A Carrier is awarded \$10.00 due to the Station Manager performing craft work by picking up the express mail at the Main Office in Rockville.

28. 52-2007-MC25. Step B. 2 NON-ODL Carriers are hereby paid an additional 175 percent for a total of 16.18 hours and 5 ODL's are hereby paid 16.18 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 8, 2007.

29. 52-2007-MC27. Step B. 2 NON-ODL Carriers are hereby paid an additional 175 percent for a total of 16.00 hours and 5 ODL's are hereby paid 16.00 hours of overtime and penalty pay as

applicable due to management violating Article 8 Section 5G (overtime rules) on February 9, 2007.

30. 52-2007-MC44. Formal A. Management will cease and desist allowing Carriers to work off the clock.

31. 52-2007-MC50. Formal A. 2 NON-ODL Carriers are hereby paid an additional 125 percent for a total of 1.28 hours and 1 ODL is hereby paid 1.28 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 9, 2007.

32. 52-2007-MC46. Formal A. The Shop Steward is awarded 4 hours of overtime for having to write grievances off the clock due to management refusing to grant Union time back in March of 2007.

33. 52-2007-MC48. Formal A. Management refused to re-post vacation weeks that were cancelled. Resolved; The weeks are hereby re-posted.

34. 52-2007-MC64. Informal A. Grievant is paid .51 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

35. 52-2007-MC61. Informal A. Letter of Warning for being bit by a dog and failing to carry dog spray or the satchel is reduced to one year in OPF.

36. 52-2007-MC16. Formal A. The 1017-B (unauthorized overtime) entry for 50 units is deleted from the log.

37. 52-2006-MC65. ARBITRATION. REMOVAL alleging that the Grievant removed pornographic magazines from the mail is upheld.

38. 52-07-SMS8. Informal A. The 8 hours of AWOL is changed to 8 hours of LWOP.

39. 52-2007-MC45. Formal A. Grievant is paid 2.00 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

40. 52-2007-MC24. Formal A. The leave for the month in question is hereby changed to approved FMLA leave. All records will reflect this change.

41. 52-07-SMS7. Informal A. Grievant is awarded an additional 50 percent for 7.25 hours due to management prohibiting the Grievant from working on her assignment.

42. 52-07-SMS6. Informal A. Grievant is awarded an additional 50 percent for 8.00 hours due to management prohibiting the Grievant from working on her assignment.

43. 52-07-SMS5. Informal A. Grievant is awarded an additional 50 percent for 6.48 hours due to management prohibiting the Grievant from working on her assignment.

44. 52-2007-MC22. Informal A. Grievant is given 16 hours of make-up opportunities due to inequitable distribution of overtime.

45. 52-2007-MC39. Formal A. The 6 hours of AWOL is changed to 6 hours of approved EAL.

46. 52-2007-MC12. Formal A. The 1017-B (unauthorized over-

time) entry for 4.70 hours is hereby deleted from the log.

47. 52-2006-MC85. Step B. The Letter of Demand for \$357.09 is hereby rescinded.

48. 52-2007-MC11. Formal A. The 1017-B (unauthorized overtime) entry for 4.57 hours is hereby deleted from the log.

49. 52-2006-MC84. Step B. The Letter of Demand for \$1,138.64 is hereby rescinded.

50. 52-2007-MC10. Formal A. The 1017-B (unauthorized overtime) entry for 4.53 hours is hereby deleted from the log.

51. 52-2007-MC29. Formal A. Two NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 17.22 hours and ten ODL's are hereby paid 17.22 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 13, 2007.

52. 52-2007-MC31. Formal A. A NON-ODL Carrier is hereby paid an additional 125 percent for a total of 5.39 hours and three ODL's are hereby paid 5.39 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 14, 2007.

53. 52-2007-MC33. Formal A. A NON-ODL Carrier is hereby paid an additional 125 percent for a total of 9.54 hours and six ODL's are hereby paid 9.54 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 15, 2007.

54. 52-2007-MC66. Informal A. Management, specifically the FMLA Coordinator, did violate the National Agreement. Management agrees to "Cease and Desist" from using their locally created "FMLA Certification" memorandum and utilize the individual, appropriate response letters that are provided by Headquarters. 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 local Union. This grievance settlement will supercede any correspondence or denial of FMLA by the District's FMLA Coordinator.

55. 52-2006-MC59. PRE-ARBITRATION. Past practice dictated that the Carrier had the choice of casing the marriage mail card or the marriage mail flat. Management unilaterally changed the past practice. Effective May 14, 2007 the address is on the marriage mail flat rendering this disagreement moot.

56. 52-2006-MC28. PRE-ARBITRATION. Management had the wrong date on the PS Form 50. Resolved; PS Form 50's "Notification of Personnel Action" will comply Section 365.12 of the March 16, 2006 edition of the ELM.

57. 52-2007-MC57. Informal A. Management, specifically the FMLA Coordinator, did violate the National Agreement. Management agrees to "Cease and Desist" from using their locally created "FMLA Certification" memorandum and utilize the individual, appropriate response letters that are provided by Headquarters. 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 local Union. This grievance settlement will supercede any correspondence or denial of FMLA by the District's FMLA Coordinator.

58. 52-2007-MC72. Formal A. Grievant is paid 7.64 hours of overtime due to management failing to pay the Grievant 8 hours of overtime on their nonscheduled day.

INSTALLATION-WIDE

1. IW-07-KL7. Good-Faith Resolution. The PTF cited by the union met the criteria of the Memorandum of Understanding concerning maximization/Full-time Flexible. The senior PTF will be converted to a Full-time Flexible.

2. IW-07-KL4. Good-Faith Resolution. The PTF cited by the union met the criteria of the Memorandum of Understanding concerning maximization/Full-time Flexible. The senior PTF will be converted to a Full-time Flexible.

CABIN JOHN

1. 18-07-AC1. Informal A. Letter of Warning for hitting a collection box 6 minutes early is rescinded.

DERWOOD

1. 55-07-KL2. PRE-ARB. From this point forward, MANAGEMENT PERSONNEL WHO DELIBERATELY FALSIFY CLOCKRINGS WILL BE REMOVED FROM THE POSTAL SERVICE subject to a complete and fair scrutiny of the facts.

2. 55-07-KA32. Informal A. Letter of Warning for leaving two first class letters at the case is reduced to a discussion.

3. 55-2007-SL02. Formal A. Grievant is hereby paid a lump sum of \$100.00 plus an additional 50 percent for 6.41 hours due to management removing her from an opt on this day.

4. 55-2007-SL03. Formal A. Grievant is hereby paid a lump sum of \$100.00 plus an additional 50 percent for 3.91 hours due to management removing her from an opt on this day.

5. 55-07-KA22. Formal A. Letter of Warning alleging first class mail left at case is reduced to a discussion.

6. 55-07-KA34. Formal A. Grievant will be treated with dignity and respect (yelled at by management).

7. 55-07-KA38. Formal A. Letter of Warning alleging that the Grievant failed to break down collection mail is reduced to a discussion.

8. 55-07-KA1. Step B. Grievant is awarded 19.06 hours of overtime due to inequitable distribution of overtime.

9. 55-07-KA37. Formal A. The Acting Station Manager will apologize to the Grievant for the way the Grievant was treated by management.

10. 55-07-KA36. Formal A. Letter of Warning alleging a violation of the cell phone policy is reduced to 3 months in OPF and will not be cited as a prior element unless it is for a cell phone infraction.

11. 55-07-KA19. Formal A. Grievant is awarded \$520.00 as an escalating remedy due to an opting violation.

12. 55-07-KA8. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for 1.77 hours plus a lump sum of \$15.00 due to management violating Article 8.5F.

13. 55-07-KA15. Formal A. Grievant, a NON-ODL, is paid an additional 75 percent for 1.13 hours plus a lump sum of \$15.00 due to management violating Article 8.5F.

14. 55-07-KA12. Formal A. Form 1723 (for 204b details) will be provided to the Union at the local level showing the beginning and ending times of the detail. Such copies of Form 1723 will be provided to the Union in advance of the detail or modification thereto. 1.41 hours of penalty pay is awarded to each of four ODL'S.

15. 55-07-KA9. Step B. Six NON-ODL Carriers are hereby paid an additional 150 percent for a total of 6.35 hours and the ODL's are hereby paid 6.35 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 15, 2007.

16. 55-07-KA10. Step B. Three NON-ODL Carriers are hereby paid an additional 150 percent for a total of 3.71 hours and the ODL's are hereby paid 3.71 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 16, 2007.

17. 55-07-KA16. Formal A. Grievant is awarded an additional 50 percent for all time worked over 12 hours on February 20, 2007 (12.94 hours).

18. 55-07-KA1. Step B. A NON-ODL Carrier is hereby paid an additional 150 percent for a total of 8.00 hours and six ODL's are hereby paid 8.00 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on January 17, 2007.

19. 55-07-KA14. Step B. Four NON-ODL Carriers are hereby paid an additional 150 percent for a total of 3.02 hours and two ODL's are hereby paid 3.02 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 23, 2007.

20. 55-07-KA25. Informal A. Five NON-ODL Carriers are hereby paid an additional 150 percent for a total of 4.50 hours and 5 ODL's are hereby paid 4.50 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 8, 2007.

21. 55-07-KA29. Informal A. Six NON-ODL Carriers are hereby paid an additional 150 percent for a total of 5.75 hours and 6 ODL's are hereby paid 5.75 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 26, 2007.

22. 55-07-KA30. Informal A. Five NON-ODL Carriers are hereby paid an additional 150 percent for a total of 8.25 hours and 8 ODL's are hereby paid 8.25 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 27, 2007.

23. 55-07-KA31. Informal A. A NON-ODL Carrier is hereby paid an additional 150 percent for a total of 1.18 hours and 1 ODL is hereby paid 1.18 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on March 28, 2007.

24. 55-06-KA52. Step B. Grievant reported to work and was sent home. We were seeking the 8 hour guarantee. Management stated that the Grievant was not scheduled to work their nonscheduled day. Resolved; Grievance denied.

25. 55-07-KA21. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

GERMANTOWN

1. 74-07-TAP24. PRE-ARB. Carriers who call back to ask for instructions when they are unable to complete their assignment in the authorized amount of time will be treated with dignity and respect. Management will inform the Carrier to deliver the mail or bring the mail back.

2. 74-07-AC35. Informal A. The supervisor in question will treat the Grievant with dignity and respect. The supervisor will not physically touch the Grievant when talking to them.

3. 74-07-TAP23. Formal A. Management will advise a Carrier who has submitted a 3996 of the disposition of the request immediately.

4. 74-07-TAP22. Formal A. Carriers who call back to ask for instructions when they are unable to complete their assignment in the authorized amount of time will be treated with dignity and respect. Management will inform the Carrier to deliver the mail or bring the mail back.

5. 74-06-TAP54. Step B. Grievant, a NON-ODL, is paid an additional 50 percent for 8.31 hours and 8.31 hours will be paid to the ODL's at their applicable overtime or penalty rates due to a violation of Article 8 Section 5G (overtime rules) on November 25, 2006.

6. 74-07-AC20. Informal A. The 8 hours of LWOP are changed to 8 hours of FMLA/sick leave.

7. 74-07-AC10. Informal A. Letter of Warning alleging an expansion of street time is rescinded.

8. 74-07-AC33. Formal. A. Management will replace the broken parcel hampers with the orange plastic hampers (which are safer).

9. 74-07-TAP21. Formal A. Management will cease and desist telling Carriers to drop their stuff in the pm and allow the Carriers to perform their pm office duties in accordance with the M-41 handbook.

10. 74-06-TAP49. Step B. Two NON-ODL Carriers are hereby paid an additional 50 percent for 2.23 hours and 2.23 hours will be paid to the ODL's at their applicable overtime or penalty rates due to a violation of Article 8 Section 5G (overtime rules) on November 20, 2006.

11. 74-07-AC11. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

12. 74-07-AC34. Informal A. Letter of Warning alleging unauthorized overtime is rescinded and the 1017-B entry is deleted.

13. 74-07-AC12. Informal A. Letter of Warning alleging expansion of street time is rescinded.

14. 74-07-TAP26. Formal A. Grievant is hereby paid 50 additional units due to management telling her to skip her lunch.

15. 74-06-TAP25. Informal A. Grievant, a NON-ODL, is paid an additional 50 percent for 1.50 hours and 1.50 hours will be paid to the ODL's at their applicable overtime or penalty rates

due to a violation of Article 8 Section 5G (overtime rules) on 5-21-07.

16. 74-07-AC36. Formal A. Management will pay an ODL 1.50 hours of overtime due to management labeling a Carrier's case.

17. 74-07-MGB1. Informal. A. Management will replace the broken parcel hampers with the orange plastic hampers (which are safer).

18. 74-07-TAP28. Informal A. Letter of Warning for casing DPS is rescinded.

19. 74-07-TAP30. Informal A. Letter of Warning for casing DPS is rescinded.

20. 74-07-TAP27. Informal A. Letter of Warning for casing Sequenced mail is rescinded.

21. 74-07-TAP29. Informal A. Letter of Warning for casing Sequenced mail is rescinded.

22. 74-07-TAP31. Step B. 7 DAY SUSPENSION alleging Improper Conduct of the workroom floor is rescinded.

MONTGOMERY VILLAGE

1. 79-07-CB107. Step B. 7 DAY SUSPENSION for leaving the vehicle unlocked on the route with mail in the vehicle and keys in the ignition is reduced to a Letter of Warning and further reduced from two years to 18 months in OPF.

2. 79-07-CC22. Step B. 14 DAY SUSPENSION alleging poor attendance is rescinded and the Grievant will be placed on Restricted Sick Leave.

3. 79-07-CC108. Formal A. Management wanted to conceal the fact that Carrier's were returning from the street after 1800. Resolved; Management will cease and desist swiping a Carrier's time card for the purpose of making time entries for that Carrier, threatening Carrier's with discipline for making accurate time card entries, instructing Carriers to falsify their time card entries or to not make an accurate entry. Management will cease and desist from entering inaccurate and false entries on a Carrier's TAC'S work hour reports.

4. 79-07-CC123. Formal A. The 204b's route will be posted for bid immediately.

5. 79-07-CC122. Formal A. The 204b's route will be posted for bid immediately.

6. 79-07-CC116. Formal A. Letter of Warning for making an error when entering assistance to another route is rescinded.

7. 79-07-CC0207. Formal A. Grievant is hereby awarded 40 hours of make-up opportunities for the next quarter due to inequitable distribution of overtime.

8. 79-07-CC45. Formal A. Two ODL'S will be paid 2 hours of overtime due to a rural Carrier carrying on a City Letter Carrier route.

9. 79-07-CC31. Formal A. Grievant is paid 2 hours of overtime due to a casual clerk casing on a City Letter Carrier route.

10. CB-067. Formal A. The Grievant's route was not inspected timely. Grievant is paid 6 hours of overtime and the route will

be inspected timely.

11. 79-07-CC26. Formal A. A NON-ODL Carrier is hereby paid an additional 50 percent for a total of 2.78 hours and two ODL's are hereby paid 2.78 hours of overtime due to management violating Article 8 Section 5G (overtime rules).

12. 79-07-CC25. Formal A. A NON-ODL Carrier is hereby paid an additional 50 percent for a total of 3.19 hours and two ODL's are hereby paid 3.19 hours of overtime due to management violating Article 8 Section 5G (overtime rules).

13. 79-07-CB120. Formal A. Grievant was removed from their opt for seven days. Resolved; Grievant is paid an additional 8 hours.

14. 79-07-CC101. Formal A. Management entered a one hour lunch which deprived the Grievant of 27 units of penalty pay and 23 units of overtime pay. Resolved; Grievant is paid an additional 2 hours of overtime.

15. Various. Formal A. Ten NON-ODL Carriers are hereby paid an additional 50 percent for a total of 21.60 hours and twenty ODL's are hereby paid 21.60 hours of overtime due to management violating Article 8 Section 5G (overtime rules).

16. Various. Formal A. Five NON-ODL Carriers are hereby paid an additional 50 percent for a total of 7.96 hours and two ODL's are hereby paid 7.96 hours of overtime due to management violating Article 8 Section 5G (overtime rules).

17. Various. Formal A. Seventeen NON-ODL Carriers are hereby paid an additional 50 percent for a total of 42.12 hours and twenty one ODL's are hereby paid 42.12 hours of overtime due to management violating Article 8 Section 5G (overtime rules).

18. 79-07-CC131. Formal A. Four ODL'S are paid a total of 7.50 hours due to a rural Carrier working 7.50 hours in the City Letter Carrier craft.

19. 79-07-CC132. Formal A. Eighteen ODL's are paid a total of 42.50 hours of overtime due to a casual performing City Letter Carrier work.

20. 79-07-CC133. Formal A. Grievant is paid twenty hours of overtime due to inequitable distribution of overtime.

21. 79-07-CC07. Step B. The PTF cited by the union met the criteria of the Memorandum of Understanding concerning maximization/Full-time Flexible. The senior PTF will be converted to a Full-time Flexible and will be paid for all lost holidays.

22. 79-07-CC15. Step B. Management did not violate the contract when two Stewards were denied leave to attend Shop Steward training. (This settlement was made by the Austin, Texas Step B team and is totally unacceptable!).

23. 79-07-CC16. Step B. A Carrier was not working on their bid assignment and did not have Light Duty approved and did not submit medical documentation for the last six months. Grievance denied. (This Step B decision was made by the Houston, Texas team and is perplexing at best!).

DIAMOND FARMS

1. 78-07-HM42. Informal A. 14 DAY SUSPENSION for casing

sequenced mail is hereby rescinded.

2. CCDF00107. Step B. 7 DAY SUSPENSION for leaving the vehicle running while out of the truck and leaving the vehicle unlocked with mail inside is rescinded.

3. CCDF0407. Step B. Management failed to complete a Special Route Inspection within 28 days. Grievant is awarded a lump sum of \$150.00 and the route will be inspected.

4. 78-07-HM31. Formal A. 14 DAY SUSPENSION for failing to leave a 45 minute bump is reduced to a discussion.

5. 78-07-HM12. Informal A. Carriers who call back to ask for instructions when they are unable to complete their assignment in the authorized amount of time will be given clear and concise instructions. Management will inform the Carrier to deliver the mail or bring the mail back.

6. 78-07-HM18. Informal A. The leave for Union business to attend the NALC Region 13 Officers Training is hereby approved.

7. 78-07-HM11. Formal A. Grievant, a NON-ODL, is awarded an additional 50 percent due to an Article 8 Section 5G violation (overtime rules).

8. 78-07-HM11A. Informal A. Untimely pay adjustment. Grievant will receive their pay adjustment within 2 pay periods.

9. 78-07-HM32. Formal A. Letter of Warning for failing to submit a 3996 is reduced to a discussion.

10. 78-07-HM34. Formal A. In regards to the "High Earners List" Management agrees that the only recognized list is the overtime desired list as stated in Article 8 of the National Agreement and will be equitable with the overtime.

11. 78-07-HM35. Informal A. Management will cease and desist changing/deleting clockrings. Four Carriers will have their penalty pay restored (59 units, 1 unit, 8 units and 54 units.) The Union will be allowed to review the clockrings for the last 7 weeks to check for more falsification.

12. 78-07-HM16. Formal A. An ODL Carrier is awarded 23 hours of overtime and three other ODL'S will receive 59 hours of make-up overtime due to inequitable distribution of overtime.

13. 78-07-CC28. Step B. Management slammed the phone down on this Carrier when they called back to inform management that they could not complete the assignment in the allotted time. Resolved; Management will treat employees with dignity and respect and must provide clear and concise instructions.

14. 78-07-HM26. Informal A. Management refuses to process pay adjustments timely. Resolved; From this point forward, pay adjustments will be processed within 2 pay periods.

15. 78-07-HM25. Informal A. Management refuses to process pay adjustments timely. Resolved; From this point forward, pay adjustments will be processed within 2 pay periods. The two Carriers cited will have their grievance pay adjustments submitted today.

16. 78-07-HM01. Informal A. 7 DAY SUSPENSION alleging AWOL on a snow day is reduced to a Letter of Warning and further

reduced to one year in OPF.

17. 78-07-HM21. Letter of Warning alleging unauthorized overtime is rescinded. (The Grievant called back and notified management that he could not complete the assignment in the allotted time and management told him to complete his assignment. That authorizes the time!)

18. 78-07-HM28. Informal A. Grievant will receive one day of annual leave to be used at her choice due to a leave violation.

19. 78-07-HM14. Formal A. Grievant, a NON-ODL, is awarded an additional 50 percent for 62 units and an ODL is awarded 62 units of overtime due to an Article 8 Section 5G violation (overtime rules).

20. 78-07-HM24. Formal A. The Grievant's request for annual leave is hereby approved.

21. 78-07-HM30. Informal A. The 7 DAY SUSPENSION for failing to scan an express piece by 12 noon is rescinded.

22. 78-07-HM20. Formal A. 7 DAY SUSPENSION alleging an expansion of street time is rescinded.

23. 78-07-HM09. Step B. The 2.00 hours and 7.71 hours of AWOL is hereby changed to approved sick leave.

24. 78-07-HM27. Formal A. Management demanded that the Grievant immediately accept or reject a Light Duty offer. Resolved; Carriers will be afforded a reasonable amount of time to accept or reject these offers.

25. 78-07-HM19. Informal A. The leave for Union business is hereby approved.

26. 78-07-HM17. Informal A. The leave for Union business is hereby approved.

27. 78-07-HM41. Informal A. 7 DAY SUSPENSION for casing sequenced mail is rescinded.

28. 78-07-HM40. Informal A. Letter of Warning for casing sequenced mail is rescinded.

29. 78-07-HM43. Informal A. Letter of Warning for casing DPS mail is reduced to a discussion.

POTOMAC

1. 54-07-LG82. Formal A. Grievant is hereby paid 2.35 hours of overtime due to management failing to pay the Carrier 8 hours of guaranteed overtime on their nonscheduled day.

2. 54-2006-RJ33. ARBITRATION. Grievance on improper staffing was denied by the arbitrator. We were seeking to force management to hire at least 25 more career City Letter Carriers.

3. 54-07-SMS1. Formal A. Ten NON-ODL Carriers are hereby paid an additional 125 percent for a total of 31.20 hours and the ODL's are hereby paid 31.20 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 10, 2007.

4. 54-07-LG50. Step B. Management unilaterally revised the Grievant's schedule on a snow day in an effort to avoid paying overtime and penalty pay. Resolved; Grievant is paid 80 units

- of annual leave, 2 hours of overtime and 53 units of penalty pay.
5. 54-07-LG48. Formal A. Management would not pay the PTF 8 hours of sick leave because this lead to overtime and penalty pay at the end of the week. Resolved; Grievant is hereby paid 8 hours of sick leave and made whole.
6. 54-07-LG70. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
7. 54-07-LG47. Formal A. Grievant is hereby paid an additional 50 percent for 1.81 hours because he only worked 6.19 hours on his assignment.
8. 54-07-LG62. Informal A. Letter of Warning for leaving a sleeper in the case is rescinded.
9. 54-07-LG58. Informal A. Letter of Warning for leaving a sleeper in the case is rescinded.
10. 54-07-LG49. Informal A. Management will pay Grievant \$556.22 for charges he received for an on the job accident.
11. 54-07-LG7. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.
12. 54-07-LG67. Formal A. Grievant is hereby paid 8 hours of penalty pay due to management failing to allow her to work on her opt for one day.
13. 54-07-LG60. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
14. 54-07-LG6. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.
15. 54-07-LG23. Informal A. 14 DAY SUSPENSION for leaving the vehicle running while out of the vehicle is reduced to a Letter of Warning and further reduced to one year in OPF.
16. 54-07-LG42. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
17. 54-07-LG60. Informal A. Letter of Warning for leaving a sleeper in the case is rescinded.
18. 54-07-LG84. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
19. 54-07-LG69. Informal A. Letter of Warning for failing to attach an 8076 (hold card) to the hold mail under the case is reduced to a discussion.
20. 54-07-LG75. Informal A. Grievant will be paid 75 units of overtime due to a Work/Assignment violation.
21. 54-07-LG30. Informal A. The 8 hours of AWOL is changed to 8 hours of EAL for a snow day.
22. 54-07-LG81. Informal A. Letter of Warning for delivering express mail after 12 noon (12:01) is rescinded.
23. 54-07-LG32. Informal A. Letter of Warning for one day of EAL on a snow day is rescinded.
24. 54-07-LG26. Informal A. The 8 hours of AWOL is changed to 8 hours of EAL for a snow day.
25. 54-07-LG25. Informal A. Letter of Warning for one day of EAL on a snow day is rescinded.
26. 54-07-LG41. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
27. 54-07-LG33. Informal A. Letter of Warning for using two days of sick leave is rescinded.
28. 54-07-LG85. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
29. 54-07-LG73. Informal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
30. 54-07-LG9. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.
31. 54-07-LG29. Informal A. Letter of Warning for one day of EAL on a snow day is rescinded.
32. 54-07-LG80. Informal A. Letter of Warning for delivering express mail after 12 noon (12:24) is rescinded.
33. 54-07-LG5. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.
34. 54-07-LG24. Informal A. Letter of Warning for one day of EAL on a snow day is rescinded.
35. 54-07-LG57. Informal A. Letter of Warning for leaving a sleeper in the case is rescinded.
36. 54-07-LG31. Informal A. Letter of Warning for one day of sick leave on a snow day is rescinded.
37. 54-06-LG85. PRE-ARBITRATION. Grievant is awarded \$520.00 as an escalating remedy due to an opting violation.
38. 54-07-LG22. Formal A. Grievant is awarded an additional 50 percent for all time worked over 12 hours on February 15, 2007 (13.50 hours).
39. 54-07-AC21. Formal A. Two PTF's are awarded an additional 75 percent for all time worked over 11 and a half hours plus each are awarded a lump sum of \$80.00 as an escalating remedy due to repeat violations. They worked 12.22 hours and 12.50 hours respectively on February 15, 2007.
40. 54-07-LG55. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.
41. 54-07-SMS17. Formal A. Management will cease and desist unreasonably denying Union time.
42. 54-07-SMS18. Formal A. Management will cease and desist unreasonably denying Union time.
43. 54-07-LG62. Formal A. Grievant is hereby paid 3.49 hours of overtime due to management failing to pay the Carrier 8 hours of guaranteed overtime on their nonscheduled day.
44. 54-07-LG77. Formal A. Management will post the ODL

equitability log within 10 days and Carriers will have 14 days from that point to file a grievance.

45. 54-2005-RJ48. Step B. The PTF is awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF worked 11.99 hours on 11-1-05. This case was held pending a representative arbitration case.

46. 54-2005-RJ51. Step B. The PTF is awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF worked 12.00 hours on 11-1-05. This case was held pending a representative arbitration case.

47. 54-2005-RJ50. Step B. The PTF is awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF worked 12.01 hours on 11-1-05. This case was held pending a representative arbitration case.

48. 54-2005-RJ49. Step B. The PTF is awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF worked 11.99 hours on 11-1-05. This case was held pending a representative arbitration case.

49. 54-2005-RJ54. Step B. The PTF is awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF worked 12.61 hours on 11-2-05. This case was held pending a representative arbitration case.

50. 54-2005-RJ56. Step B. Two PTF's are awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF's worked 11.84 hours and 11.77 hours respectively on 11-3-05. This case was held pending a representative arbitration case.

51. 54-2005-RJ57. Step B. Four PTF's are awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF's worked 11.99 hours, 12.01 hours, 12.00 hours and 11.96 hours respectively on 11-4-05. This case was held pending a representative arbitration case.

52. 54-2005-RJ46. Step B. Four PTF's are awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF's worked 13.76 hours, 14.66 hours, 12.13 hours and 13.00 hours respectively on 11-8-05. This case was held pending a representative arbitration case.

53. 54-2005-RJ73. Step B. Two PTF's are awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF's worked 11.70 hours and 11.93 hours respectively on 11-15-05. This case was held pending a representative arbitration case.

54. 54-2005-RJ69. Step B. Three PTF's are awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF's worked 11.96 hours, 12.02 hours and 11.96 hours respectively on 11-14-05. This case was held pending a representative arbitration case.

55. 54-2005-RJ77. Step B. Two PTF's are awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF's worked 11.82 hours and 12.01 hours respectively on 11-16-05. This case was held pending a representative arbitration case.

56. 54-2005-RJ80. Step B. The PTF is awarded an additional 50 percent for all time worked over 11 and a half hours plus a lump sum of \$75.00 as an escalating remedy due to repeat violations. The PTF worked 11.78 hours on 11-17-05. This case was held pending a representative arbitration case.

57. 54-2007-LG21. Formal A. This PTF is awarded an additional 75 percent for all time worked over 11 and a half hours plus a lump sum of \$80.00 for each violation as an escalating remedy due to repeat violations. The PTF worked 11.83 hours on 8-1-06, 11.95 hours on 9-2-06, 11.85 hours on 9-5-06, 13.03 hours on 9-9-06, 12.03 hours on 9-11-06, 12.04 hours on 10-7-06 and 12.08 hours on 10-31-06.

58. 54-07-LG40. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

59. 54-07-LG39. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

60. 54-07-LG43. Informal A. The PTF is paid 2.16 hours of penalty pay due to management pulling the PTF off the opt and sending the PTF home.

61. 54-07-LG20. Formal A. Management will pay the following full-time Carriers an additional 50 percent for all time worked over 12 hours on January 15, 2007 (13.49 hours, 13.46 hours, 13.37 hours, 13.33 hours, 13.31 hours, 13.24 hours, 13.22 hours, 13.22 hours, 12.99 hours, 12.93 hours and 15 MORE CARRIERS!)

62. 54-2005-RJ70. Step B. The NON-ODL is awarded an additional 50 percent for all hours worked beyond the restriction in Article 8.5F plus a lump sum of \$30.00 due to repeat violations. The NON-ODL worked 10.09 hours on his regularly scheduled day on 11-14-05. This case was held pending a representative arbitration case.

63. 54-2005-RJ47. Step B. Two NON-ODL's are awarded an additional 50 percent for all hours worked beyond the restriction in Article 8.5F plus a lump sum of \$30.00 due to repeat violations. The NON-ODL's worked 10.88 hours and 10.25 hours respectively on their regularly scheduled day on 11-8-05. This case was held pending a representative arbitration case.

64. 54-07-LG52. Formal A. From this point forward, management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

65. 54-07-TAP8. Formal A. From this point forward, management will pay the charity of the Union's choice \$100.00 due to management failing to provide information to the Union within 24 hours.

ment will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

94. 54-07-LG4. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.

95. 54-07-LG76. Informal A. Management will cease and desist taking the Grievant's special mail from his case.

96. 54-07-LG38. Formal A. Grievant is hereby reimbursed 50 cents for having to call back because he could not make it back from the route in the allotted time.

97. 54-07-LG37. Formal A. Grievant is hereby reimbursed 50 cents for having to call back because he could not make it back from the route in the allotted time.

98. 54-07-LG18. Formal A. Management will treat the Grievant with dignity and respect.

99. 54-07-LG14. Informal A. Management will treat the Grievant with dignity and respect and will be treated the same as other Carriers.

100. 54-07-LG15. Formal A. Management will comply with the M-41 handbook as it relates to taking sequenced mail to the street.

101. 54-07-LG8. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.

102. 54-07-LG59. Formal A. Letter of Warning alleging that the Grievant failed to rotate curtailed mail is rescinded.

103. 54-07-LG71. Formal A. Letter of Warning alleging that the Grievant left first class mail at his case is reduced to a discussion.

104. 54-07-LG86. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

105. 54-07-LG83. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.

106. 54-07-LG61. Informal A. Letter of Warning alleging unauthorized overtime (6 units) is rescinded.

107. 54-07-AC22. Formal A. The following Carriers are paid an additional 50 percent for working over 60 hours for the week ending 2-9-07; 61.08 hours, 60.99 hours, 60.77 hours, 60.99 hours and 61.29 hours.

108. 54-07-AC13-PTF. Formal A. The PTF is awarded an additional 75 percent for all time worked over 11 and a half hours plus a lump sum of \$80.00 as an escalating remedy due to repeat violations. The PTF worked 11.59 hours on 2-22-07.

109. 54-07-AC12-PTF. Formal A. The PTF is awarded an additional 75 percent for all time worked over 11 and a half hours plus a lump sum of \$80.00 as an escalating remedy due to repeat violations. The PTF worked 11.81 hours on 2-22-07.

110. 54-07-AC20. Formal A. The following Carriers are paid an additional 50 percent for working over 12 hours on 2-15-07; 12.37 hours, 12.22 hours, 12.94 hours, 12.50 hours, 12.53 hours, 12.03 hours, 13.46 hours, 12.32 hours, 13.00 hours,

12.38 hours and 12.40 hours.

111. 54-07-AC35. Formal A. The following Carriers are paid an additional 50 percent for working over 60 hours for the week ending 3-15-07; 62.45 hours, 60.53 hours, 60.08 hours, 61.58 hours, 62.28 hours, 61.73, 61.10, 60.52, 60.88 and 61.83.

112. 54-07-LG83. Formal A. Management will pay the charity of the Union's choice \$250.00 due to management failing to provide information to the Union within 24 hours.

113. 54-07-AC019. Formal A. This NON-ODL is awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 due to repeat violations. The NON-ODL worked 9.75 hours on his nonscheduled day.

114. 54-07-AC018. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations. The NON-ODL's worked 9.50 hours, 10.09 hours, 10.77 hours, 10.01 hours and 8.91 hours on their nonscheduled day.

115. 54-07-AC017. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations. The NON-ODL's worked 10.56 hours and 10.96 hours on their regularly scheduled day.

116. 54-07-AC028. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (1.01 hours and 1.97 hours).

117. 54-07-AC027. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (.38 hours, 1.06 hours and 1.38 hours).

118. 54-07-AC016. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (1.77 hours and 1.06 hours).

119. 54-07-AC09. Formal A. This NON-ODL is awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 due to repeat violations (80 units).

120. 54-07-AC08. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (1.95 hours, .32 hours, 1.61 hours, .53 hours, 2.02 hours, 50 units, 91 units and 40 units.)

121. 54-07-AC10. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (1.30 hours, 2.00 hours, .94 hours and 2.00 hours.)

122. 54-07-AC11. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (.96 hours, 1.96 hours and 1.31

hours).

123. 54-07-AC02. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (1.05 hours, 1.88 hours, 1.73 hours, 1.18 hours, 72 units, 7 units, 2.04 hours and 2.03 hours).

124. 54-07-AC03. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (.30 hours, .81 hours, 2.83 hours, .74 hours, 72 units, 21 units, and .22 hours).

125. 54-07-AC03A. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (2.00 hours, .70 hours and 1.32 hours).

126. 54-07-AC04. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (1.51 hours, .50 hours and .68 hours).

127. 54-07-AC05. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (.50 hours, 1.32 hours, 2.00 hours, 2.82 hours, 35 units and 1.45 hours).

128. 54-07-AC036. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (1.00 hour).

129. 54-07-AC037. Formal A. The following PTF's are awarded an additional 75 percent for all time worked over 11 and a half hours plus a lump sum of \$80.00 each as an escalating remedy due to repeat violations. The PTF's worked 12.00 hours, 11.97 hours, 11.54 hours and 12.00 hours on 3-20-07.

130. 54-07-AC039. Formal A. The following Carriers are paid an additional 50 percent for working over 12 hours on 3-20-07; 12.59 hours, 12.21 hours, 12.37 hours, 12.08 hours, 12.10 hours, 12.11 hours, 12.16 hours and 12.30 hours.

131. 54-07-AC038. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (52 units).

132. 54-07-AC06. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (28 units and 1.00 hour).

133. 54-07-AC07. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (18 units and 1.00 hour).

134. 54-07-AC015. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (43 units and 1.30 hours).

135. 54-07-AC12. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (.31 hours, 2.82 hours, 2.25 hours, 1.69 hours, 11 units, .55 hours, 56 units and 66 units).

136. 54-07-AC018-Z. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (1.53 hours).

137. 54-07-AC019-Z. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (1.48 hours).

138. 54-07-AC017-Z. Formal A. The following NON-ODL's are awarded an additional 75 percent for all time worked past the restrictions found in Article 8.5F plus a lump sum of \$30.00 each due to repeat violations (.28 hours).

139. 54-07-AC13. Formal A. The following Carriers are paid an additional 50 percent for working over 60 hours for the week ending 2-16-07; 61.35 hours, 62.51 hours, 60.87 hours, 65.64 hours, 64.91 hours, 60.01, 65.22, 63.58, 62.52, 60.80, 63.26 and 12 more Carriers over 60!.)

140. 54-07-LG36. Formal A. Letter of Warning alleging a failure to pull the route down by the time specified is rescinded.

141. 54-07-LG82. Formal A. 14 DAY SUSPENSION alleging unauthorized overtime is rescinded. (The Grievant called back and was told to keep delivering. This authorizes the overtime!)

142. 54-07-LG72. Formal A. 7 DAY SUSPENSION alleging that the Carrier took an unduly amount of office time is rescinded.

143. 54-07-LG88. Informal A. The supervisor was yelling and using profanity toward the Grievant in an effort to get the Carrier to speed up. Upper Management moved the supervisor out so we withdrew the Grievance.

144. 54-07-LG87. Informal A. The supervisor was yelling and using profanity toward this Grievant too in an effort to get the Carrier to speed up. Upper Management moved the supervisor out so we withdrew the Grievance.

145. 54-07-LG86. Informal A. The local Union president called and asked to speak to the Potomac Chief Shop Steward. The supervisor yelled into the phone "NO YOU CANNOT, HE HAS A JOB TO DO!" And then the supervisor slammed the phone down! We withdrew the grievance when upper management agreed to remove the supervisor from Potomac.

146. 54-07-LG84. Informal A. Grievant is awarded 2 hours of penalty pay due to management only allowing the Grievant to work 6 hours on his assignment for the day.

147. 54-07-LG83. Informal A. Grievant is awarded a day of annual leave of his choice due to management violating the LMU concerning leave submissions.

148. 54-07-GA01. Formal A. 11 NON-ODL Carrier's are hereby paid an additional 125 percent for a total of 25.66 hours and 10 ODL's are hereby paid 25.66 hours of overtime and penalty pay as applicable due to management violating Article 8 Section 5G (overtime rules) on February 8, 2007.

-this article was submitted in May, but is still well worth reading. Despite the contract negotiations being settled, does anyone believe management has changed...

Let's Contract Out L'Enfant

L'Enfant, US Postal Headquarters in Washington, has made one blunder after another. Now they want to contract out. After their failed policies their answer is to capitulate. L'Enfant should be scanning the competition, not the craft letter carriers.

Our competitors implemented scanners to track parcels; L'Enfant does so to track carriers. L'Enfant instructs floor supervisors to use flashlights to check for sleepers in our cases, i.e. marriage mail and real estate cards camouflaged by our flat dividers. I have witnessed two supervisors probing our cases holding Swiss Army flashlights on their shoulders, due to the weight of the 6 D cell batteries in them. Why is L'Enfant so adamant about sleepers in our cases but give no attention to un-cancelled mail. One is harassment, the other is revenue - believe me, they are much better suited to punishing. L'Enfant understands the concept of discipline in a perverted sense. When a carrier is bit by a dog or stung by a bee, they truly believe that disciplinary action is a deterrent from it occurring again. I promise you, it will not deter the same dog or bee on your route. Wake up L'Enfant, in the office when you get burned by spilling the coffee on yourself, we don't cite you. Our competitors use discipline for negligence. L'Enfant uses this solely as a harassment vehicle, and as a letter carrier I apologize to all of you that have been reprimanded by this foolishness. This is tantamount to a cop written up for being shot or a firefighter for being burned.

L'Enfant tells us during the AM casing not to touch any DPS, not to case any shoppers or sequenced mail, and then they lambast us for having down time in the office. It's no wonder they have surrendered to contracting out. What company in it for profit would follow these guidelines? L'Enfant sets us up to fail, then in our service talks we hear lengthy diatribe threats of contracting out because of how inefficient we are.

Requiring us to do nine scans daily is the equivalent of wearing an ankle bracelet! Our new photo scanners work great on cloudy days, but we don't all carry mail in

Seattle. Postmaster General, you are not our warden, we are not your inmates! Give us 8 hours of respect every day, and every day we will give you 8 hours of integrity!

Is the overall theme at L'Enfant to play games with us? I ask this question because time after time when I challenge a poor management directive, the floor supervisor or the inspection team member says it's all a game, right or wrong, just do it that way, that's what they want. Well guess what, L'Enfant, your game is our job, our career! Stop having us deliver mail with one hand tied behind our backs! You must integrate carrier input - only then can you improve efficiency, service, morale and keep up with our competitors.

Leadership is neither arrogance nor statistics alone. Intangibles create success; for example attitude, unity, trust, compassion and incentives. L'Enfant wants to contract out: the most salient claim we have is the sanctity of the mail, and now they want to do away with that.

In neighborhoods across America, local papers are filled with our carriers being recognized for their dedicated service, yet with all our quality craft employees we are behind our competitors. Each obstacle within itself coming from L'Enfant might seem insignificant, but the accumulation of decisions made at L'Enfant are insidious and eventually will be the demise of us.

Veteran Postal Carrier,

Larry Levy



"We've decided to lighten your load by outsourcing your job."

A Postal Questionnaire

Having an impeccable record and being a stellar employee will get you accolades and gratification as long as you are not in the United States Postal Service. What will it get you in the U.S.P.S.?

Call in sick after one year without using sick leave and see what that certificate gets you!

Have a twenty year safe driving record and misjudge a mailbox in a driving rainstorm and see what that pin gets you!

Case two routes routinely for management when told, go over on office time and see what all your hard work and effort get you!

Carry bumps day after day when told, slip down a hill in icy conditions and see what that gets you!

Make nine scans a day, just miss one after twenty six pay periods and see what that gets you!

Take out a few late express mails as a pivot. Scan one at 12:01 and see what that gets you!

Make a customer connect, sending out six digits of additional income annually for the U.S.P.S., come back two digits over on penalty time and see what that gets you!

Have a death in the family and comeback without a death certificate and see what that gets you! We don't have to bring in a birth certificate for a birth in the family, that's next!

Be on time everyday for one year, punch on two units EARLY or late and see what that gets you!

I will tell you what it all gets you when you are called back to the office for any of these miscellaneous errors. You will get a supervisor specializing in harassment and punishment! You will be given a letter stating your work performance is unsatisfactory and a new "great idea" a letter of demand. The majority of supervisors have no people skills, no motivational skills, and the inability to recognize discord on the workroom floor. The certificates, the pins, the slice of pizza, the donuts, none of it will soothe the hurt.

Stop by, I have a Fifty gallon drum of Vaseline to ease the pain. I promise you, a little dab a do ya.

For all of those who felt left out, the ones who hover around the supervisors desk like scouts around a campfire, the ones

who inherently laugh when a supervisor is in no way being funny, the ones who even go to the vending machines for them, I will tell you what that gets them!

A call back to the office for any miscellaneous errors like the rest of us! Don't bother stopping by, I am all out of Vaseline!

Larry Levy
20852

*Editor's note: Following is a recent letter we recieved
Presient Emeritus of NALC Jim Rademacher:*

KEN:

I WANT TO CONGRATULATE YOU ON THE GREAT SETTLEMENTS YOU HAVE BEEN ABLE TO MAKE ALONG WITH THE MULTI MILLION DOLLAR AWARDS THROUGH ARBITRATION. I WISH YOU HAD BEEN AROUND FOR MY ADMINISTRATION AS WE NEEDED MEN WITH COURAGE AS WE FOUGHT VALIANTLY FOR DECENT WORKING CONDITIONS AND BENEFITS. IT IS UNFORTUNATE THERE ARE NOT MANY AGGRESSIVE BRANCH LEADERS WHO ARE MORE THAN JUST OFFICE HOLDERS. YOUR BRANCH'S IMAGINATIVE EFFORTS INCLUDING THE VIDEO OF THE RECENT DEMONSTRATION PROVE YOUR CONTINUING TO HANG IN THERE FOR JUSTICE. ON THE SUBJECT OF THE DEMONSTRATION, THE SITUATION OF CONTRACTING OUT IS VERY CRUCIAL IN MY OPINION. I HAVE SEEN WHAT CONTRACTING OUT CAN DO AND KNOW THAT NOT ONLY IS IT HARMFUL TO THE WELFARE AND WELL BEING OF OUR MEMBERS BUT ALSO HARMFUL TO THE GENERAL PUBLIC WHO TRUST THE PROFESSIONAL LETTER CARRIER. IF I WERE IN CHARGE I WOULD SEEK AN INJUNCTION ASKING THAT USPS CEASE AND DESISTS UNTIL AT LEAST NEGOTIATIONS. AS FAR AS YOUR WINNING SO MANY MONETARY AWARDS GO, I HAVE LONG FELT THAT THE MANAGEMENT OFFICIAL WHO CAUSES THE GRIEVANCE SHOULD BE CHARGED THE AMOUNT OF THE AWARD. THAT WOULD END THE PETTINESS WHICH HAS CAUSED OUR MEMBERS TO DETEST THEIR EMPLOYMENT. KEEP UP THE GOOD WORK . RIGHT ON.

JIM RADEMACHER,

PRES. -EMERITUS NALC

On the Farm



Since March 2007, the grievance activity at the Diamond Farms Post Office has been high. We have discussed 83 grievances at Informal - A of the grievance procedure. We were able to resolve some of the grievances at Informal - A with Hugo Aldana - carrier supervisor. However, most of the grievances are being resolved at Formal - A with Ron Bartlinski - Main Office. Just 3 grievances were appealed to Step B. Grievances should be resolved at the lowest possible step. This has been the exception rather than the rule at Diamond Farms.

Grievance Report

26 of the grievances are related to discipline, either Letters of Warning or Suspensions (see Br 3835 grievance summaries). 57 of the grievances are related to contractual issues, such as overtime, leave, information request, shop steward time and overtime equatibility.

Far too much of the discipline issued has been punitive, rather than corrective. Most of the discipline seems to be personal and disparate. Unwarranted discipline is clogging the grievance procedure and using up time that would be better served delivering the mail.

15 to 20 Pre-Disciplinary Interviews per day have been a common practice at Diamond Farms. 24 of the Letters of Warning and Suspensions that were grieved or challenged, resulted in the proposed discipline being rescinded and expunged. Two of the letters reduced the amount of time the letter would remain in file. The work place environment has suffered because of the carrier supervisor's unnecessary escalation of disputes.

On a positive note, management has stopped forcing in letter carriers, not on the overtime desired list to work their non-schedule day. We are currently at 75% additional pay as a remedy for forcing the Non-OTDL to work on their non-scheduled day or off of their assignment. We have resolved Article 8 (overtime) grievances, paying the Non-OTDL an extra 50% and the OTDL overtime for the work they should have performed.

We have also resolved an Article 8 equatibility grievance that compensated the OTDL carrier overtime they should have worked during the quarter. We have also resolved issues involving out-or-schedule pay and falsification of clock rings, paying the carriers for the time they worked at the applicable rate of pay.

Branch President, Ken Lerch visited the Diamond Farms Post Office recently to meet with the Postmaster, Station Manager, Carrier Supervisor and myself to resolve issues relating to the intimidation tactics and comments made by the carrier supervisor towards me and the union. After input from everyone, we agreed to resolve our disputes in a professional manner without unnecessary comments towards shop stewards or the union. As we ended the meeting, Ken and I were asked to stay by Hugo so that could conduct an Pre-Disciplinary Interview on me. Ken's response was: **"YOU DON'T GET IT, YOU JUST DON'T GET IT!"** Suffice it to say, the PDI did not take place.

Since the meeting, we have seen improvement on the work room floor. 11 Letter of Warnings and a 14 Day Suspension, all issued on the same day, were rescinded and expunged at Informal - A. Station Manager, Leonard Fairfax is now the designated Informal - A Representative for management resulting in more grievances being resolved at the lowest possible step. Hugo is transitioning into his new position as Finance Supervisor. The two weeks that he was on vacation, not one discipline was issued and not one grievance was filed. This resulted has been a more productive work force and less hostility on the work room floor. Time will tell if we are able to maintain this positive approach to resolve our differences and avoid unnecessary disputes .

Food Drive

We collected 4,080 pounds of food for the Annual Food Drive. Thanks to Branch Food Coordinator - Rick Sullivan, Station Coordinator - Chris Lively and all of the volunteers that collected food on the routes and stayed after work to load the food into the trucks for the local food pantry. Volunteers that stayed to help after work are: Tom Sutton, Mathew Ackah, Jimmy Suen and Mike Hotovy. Thanks!!

In Solidarity

Hugh McElroy Jr.

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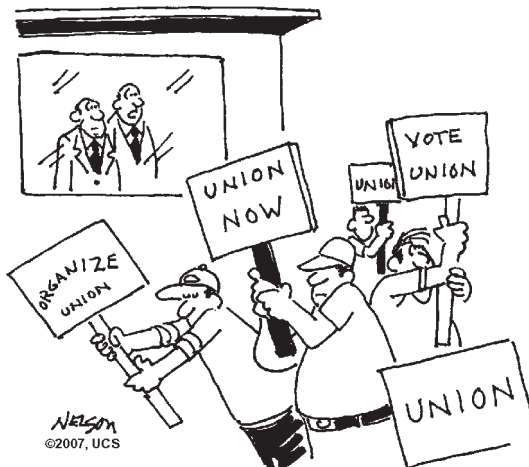


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October 2007

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 YELLOW	2 BLUE	3 UNION MEETING GREEN	4 BROWN	5 Pay Day 20 RED	6 RED
7 RED	8 COLUMBUS DAY HOLIDAY BLACK	9 YELLOW	10 STEWARDS MEETING union office day BLUE	11 GREEN	12 BROWN	13 BROWN
14 BROWN	15 RED	16 BLACK	17 union office day YELLOW	18 BLUE	19 Pay Day 21 GREEN	20 GREEN
21 GREEN	22 BROWN	23 RED	24 union office day BLACK	25 YELLOW	26 BLUE	27 BLUE
28 BLUE	29 MEMORIAL DAY HOLIDAY GREEN	30 BROWN	31 union office day EXECUTIVE BD MEETING RED			



"I offered to make them all VP's if they didn't organize but they didn't take the bait."

