

TWINBROOK

1. 53-10-MS17. Informal A. 7 DAY SUSPENSION alleging that the Grievant brought back Post Plus papers and failed to complete a 1571 is rescinded.
2. 53-10-MS15. Informal A. Letter of Warning alleging that the Grievant cased sequenced mail is reduced to a discussion.
3. 53-10-MS12. Formal A. Letter of Warning alleging poor attendance is rescinded.
4. 53-10-MS11. Formal A. Letter of Warning alleging unauthorized overtime is reduced to 6 months in the Grievant's OPF which will not be cited as a prior element in any subsequent discipline unless the charge is unauthorized overtime.
5. 53-10-KA12. Formal A. Letter of Warning alleging poor attendance is reduced to 6 months in the Grievant's OPF which will not be cited as a prior element in any subsequent discipline unless the charge is poor attendance.
6. 53-10-MS13. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.
7. 53-10-KA11. Formal A. Letter of Warning alleging unauthorized overtime is reduced to 6 months in the Grievant's OPF which will not be cited as a prior element in any subsequent discipline unless the charge is unauthorized overtime.
8. 53-10-KA9. Formal A. Letter of Warning alleging offensive and derogatory remarks aimed at the Station Manager is reduced to 6 months in the Grievant's OPF which will not be cited as a prior element in any subsequent discipline unless the charge is for offensive and derogatory remarks.
9. 53-10-KA8. Formal A. Letter of Warning alleging that the Grievant was picking one flat up at a time and casing it and is accused of reading a magazine at the case is reduced to a discussion.
10. 53-10-KA5. Formal A. Grievant is awarded 8 hours of annual leave to

be used at the Grievant's choice due to management failing to respond to a leave request within 3 days as agreed to in our LMU.

11. 53-09-KA43. Formal A. Grievance was withdrawn when management agreed to post the leave calendar daily.
12. 53-10-MS27. Informal A. Grievant's request for FMLA is hereby approved for 2010. This settlement supercedes any communication from the FMLA coordinator.
13. 53-10-MS21. Formal A. 7 DAY SUSPENSION alleging that the vehicles wheels were not curbed and the handbrake was not engaged is reduced to a discussion.
14. 53-10-MS16. Formal A. Letter of Warning alleging unauthorized overtime is reduced to 6 months in the Grievant's OPF which will not be cited as a prior element in any subsequent discipline unless the charge is unauthorized overtime.
15. 53-10-MS24. Formal A. Letter of Warning alleging that the Grievant missed two Delivery Confirmation pieces is rescinded.
16. 53-10-MS22. Formal A. Grievant is hereby awarded higher level pay (Q-2) for all hours worked and on leave as the successful bidder on a temporarily vacant T-6 position consistent with Article 25 of the National Agreement.
17. 53-10-MS31. Formal A. Letter of Warning alleging that the Grievant missed three MSP scans is rescinded.
18. 53-10-KA25. Informal A. Letter of Warning alleging poor attendance is rescinded.
19. 53-10-KA22. Informal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (1503) is reduced to a discussion.
20. 53-10-KA18. Formal A. Letter of Warning alleging that the Grievant missed a Delivery Confirmation piece is reduced to a discussion.
21. 53-10-KA19. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.
22. 53-10-KA17. Informal A. Letter of Warning alleging that the Grievant missed two MSP scans and failed to enter the bump into the ETC timeclock is reduced to a discussion.
23. 53-10-MS29. Formal A. Letter of Warning alleging that the Grievant missed three MSP scans is reduced to 3 months in the Grievant's OPF which will not be cited as a prior element in any subsequent discipline unless the charge is missed MSP scans.
24. 53-10-MS28. Formal A. Letter of Warning alleging a failure to deliver an express mail piece by noon (1617) is reduced to a discussion.

25. 53-10-MS18. STEP B. 14 DAY SUSPENSION alleging a safety infraction (not holding handrail when going down steps) is reduced to a Letter of Warning and further reduced from two years to one year in the Grievant's OPF. (Note* Management offered at Formal a to reduce the discipline to a Letter of Warning and to further reduce the discipline from two years to six months in the Grievant's OPF.) The Richmond, Virginia STEP B team wrote this decision!

26. 53-10-MS30. Formal A. Management will only include in their packets to STEP B the final action resulting from a modified disciplinary action. (Example; If a 14 DAY SUSPENSION was reduced to a Letter of Warning, only the Letter of Warning will be included in the packet with no mention of the 14 DAY SUSPENSION.)

27. 53-10-KA23. Formal A. 7 DAY SUSPENSION alleging an at fault vehicle accident is reduced to a Letter of Warning and further reduced from two years to 6 months in the Grievant's OPF.

28. 53-10-KA24. Formal A. The manager told the Grievant "You drive me crazy". We withdrew the grievance when the manager apologized to the Grievant.

29. 53-10-KA28. Formal A. Letter of Warning alleging that the Grievant was out of uniform in wearing a blue T-shirt on street time is hereby reduced to 6 months in the Grievant's OPF.

30. 53-10-KA27. Formal A. 7 DAY SUSPENSION alleging that the Grievant was out of uniform in wearing a blue T-shirt on street time is hereby reduced to a Letter of Warning and further reduced from two years to 6 months in the Grievant's OPF.

31. 53-10-MS42A. Formal A. 14 DAY SUSPENSION alleging that the Grievant was out of uniform in wearing a blue T-shirt on street time is hereby reduced to a Letter of Warning and further reduced from two years to 6 months in the Grievant's OPF.

32. 53-10-MS38. Formal A. ESCALATING REMEDY. Grievant is awarded 25 dollars due to a breach of the Harnest-Hogan settlement (deals with CA forms and management's obligations to injured Carriers).