

# POTOMAC

1. 54-09-RW273. Formal A. Management will cease and desist the practice of not allowing Carriers to complete their PM office duties as stipulated in 441 of the M-41 Handbook.
2. 54-09-RW277. Formal A. 14 DAY SUSPENSION alleging an at fault vehicle accident is rescinded.
3. 54-09-RW339. Formal A. 14 DAY SUSPENSION alleging unauthorized overtime, expansion of street time and a failure to submit a 3996 is hereby reduced to a discussion. Henceforth, the Grievant agrees to submit a 3996 to management estimating the time it will take to case and carry all the mail on the assignment. The Grievant will also curtail mail as instructed by the supervisor.
4. 54-09-RW323. Formal A. 7 DAY SUSPENSION alleging poor attendance is hereby reduced to a discussion.
5. 54-09-RW299. Formal A. 7 DAY SUSPENSION alleging poor attendance is hereby reduced to a Letter of Warning which is further reduced from two years to one year in OPF.
6. 54-09-RW306. Formal A. 7 DAY SUSPENSION alleging poor attendance is hereby reduced to a Letter of Warning which is further reduced from two years to 7 months in OPF.
7. 54-09-RW271. STEP B. A TE was scheduled at 0750, but management instructed the Grievant to wait until 1000 to clock in! Resolved; Grievant is hereby paid for those 2.50 hours.
8. 54-09-RW272. STEP B. A TE was scheduled at 0750, but management instructed the Grievant to wait until 1000 to clock in! Resolved; Grievant is hereby paid for those 2.50 hours.
9. 54-09-RW270. STEP B. A PTF was scheduled at 0750, but management instructed the Grievant to wait until 1000 to clock in! Resolved; Grievant is hereby paid for those 2.50 hours.
10. 54-09-RW350. Formal A. 14 DAY SUSPENSION alleging poor

attendance is reduced to a Letter of Warning and further reduced from two years to one year in OPF.

11. 54-09-RW355. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

12. 54-09-RW359. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

13. 54-09-RW356. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

14. 54-09-RW358. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

15. 54-09-RW357. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.

16. 54-09-RW283. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 55 units and an ODL is hereby awarded 55 units of overtime.

17. 54-09-RW291. Formal A. The TE is hereby paid an additional 50 percent for all hours worked over 11 and a half (maximum in a day for a TE) who worked 12.48 hours on this day.

18. 54-09-RW292. Formal A. ESCALATING REMEDY. Grievant, a NON-ODL, is hereby paid an additional 75 percent for all hours worked over 10 (maximum on a regularly scheduled day for a NON-ODL) plus a lump sum of \$30.00. Grievant worked 11.37 hours on this day.

19. 54-09-RW282. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 57 units and an ODL is hereby awarded 57 units of overtime.

20. 54-09-RW279. Formal A. ESCALATING REMEDY. Grievant, a NON-ODL, is hereby paid an additional 75 percent for all hours worked over 10 (maximum on a regularly scheduled day for a NON-ODL) plus a lump sum of \$30.00. Grievant worked 11.23 hours on this day.
21. 54-09-RW274. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for one hour and an ODL is hereby awarded one hour of overtime.
22. 54-09-RW275. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for one hour and 2 ODL'S are hereby paid a total of one hour of overtime.
23. 54-09-RW294. Formal A. The following full time regulars are hereby paid an additional 50 percent for all hours worked over 12 in the day. (12.75 hours, 12.63 hours, 12.42 hours, 12.34 hours, 12.17 hours, 12.13 hours, 12.10 hours and 12.08 hours.) The maximum hours on a regularly scheduled day for an ODL or Work/Assignment Carrier is 12.
24. 54-09-RW238. Informal A. Letter of Warning alleging poor attendance (12 units tardy, 28 units tardy and 28 units tardy over a 4 month period) is rescinded. Come on!!
25. 54-09-RW307. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
26. 54-09-RW312. Formal A. Letter of Warning alleging unauthorized overtime is rescinded.
27. 54-09-RW310. Formal A. Letter of Warning alleging unauthorized overtime is reduced to a discussion.
28. 54-09-RW318. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
29. 54-09-RW311. Formal A. Letter of Warning alleging Time Wasting Practices on the street is reduced to a discussion.
30. 54-09-RW309. Formal A. Letter of Warning alleging a refusal of street assistance is reduced to a discussion.

31. 54-09-RW305. Formal A. Letter of Warning alleging poor attendance (12 units tardy, 14 units tardy, 26 units tardy and 15 units tardy over a 4 month period) is reduced to a discussion. Come on!!
32. 54-09-RW345. Informal A. Letter of Warning alleging unauthorized overtime is rescinded.
33. 54-09-RW300. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
34. 54-09-RW329. Informal A. Letter of Warning alleging poor attendance is rescinded.
35. 54-09-RW343. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.
36. 54-09-RW292. Informal A. Henceforth, management will cease and desist instructing Carriers to bundle their accountable mail and leave the bundles on the table next to the accountable cage.
37. 54-09-RW330. Informal A. The 1017-B entry (unauthorized overtime) for 1.22 hours is hereby deleted from the Grievant's 1017-B log.
38. 54-09-RW338. Informal A. The 1017-B entry (unauthorized overtime) for 38 units is hereby deleted from the Grievant's 1017-B log.
39. 54-09-RW337. Informal A. The 1017-B entry (unauthorized overtime) for 52 units is hereby deleted from the Grievant's 1017-B log.
40. 54-09-RW336. Informal A. The 1017-B entry (unauthorized overtime) for 59 units is hereby deleted from the Grievant's 1017-B log.
41. 54-09-RW335. Informal A. The 1017-B entry (unauthorized overtime) for 73 units is hereby deleted from the Grievant's 1017-B log.
42. 54-09-RW334. Informal A. The 1017-B entry (unauthorized overtime) for 11 units is hereby deleted from the Grievant's 1017-B log.
43. 54-09-RW333. Informal A. The 1017-B entry (unauthorized overtime) for 4 units is hereby deleted from the Grievant's 1017-B log.
44. 54-09-RW332. Informal A. The 1017-B entry (unauthorized overtime) for 14 units is hereby deleted from the Grievant's 1017-B log.
45. 54-09-RW331. Informal A. The 1017-B entry (unauthorized overtime) for 5 units is hereby deleted from the Grievant's 1017-B log.

46. 54-09-RW287. Formal A. Grievant is awarded 8 hours of overtime due to a holiday pecking order violation.
47. 54-09-RW302. Formal A. Henceforth, management will comply with prior settlements on this issue and with the F-21 handbook Section 143.12c. The PS form 3971 will be completed the same day for any tardiness.
48. 54-09-RW319. Informal A. The tardy slip for 50 units is rescinded.
49. 54-09-RW342. Informal A. The 1017-B entry (unauthorized overtime) for 28 units is hereby deleted from the Grievant's 1017-B log.
50. 54-09-RW341. Informal A. The 1017-B entry (unauthorized overtime) for 85 units is hereby deleted from the Grievant's 1017-B log.
51. 54-09-RW340. Informal A. The 1017-B entry (unauthorized overtime) for 8 units is hereby deleted from the Grievant's 1017-B log.
52. 54-09-RW286. Informal A. Henceforth, management will notify the employee promptly as to whether their 3189 (revised schedule) is approved or disapproved. Management will provide the employee with a copy of the said 3189 upon request.
53. 54-09-RW308. Informal A. Henceforth, management will cease and desist instructing Carriers to bundle their accountable mail and leave the bundles on the table next to the accountable cage.
54. 54-09-RW361. Formal A. ESCALATING REMEDY. Management hereby awards the Union \$450.00 to the charity of the Union's choice due to a failure to provide information to the Union within 24 hours.
55. 54-09-RW352. Informal A. Management refused to pay a week of annual leave and charged the Carrier with 40 hours of LWOP. At the Informal A level, management converted the LWOP to 40 hours of annual leave so we withdrew the grievance.
56. 54-09-RW351. Informal A. Management refused to pay a week of annual leave and charged the Carrier with 32 hours of LWOP. At the Informal A level, management converted the LWOP to 32 hours of annual leave so we withdrew the grievance.
57. 54-09-RW366. Informal A. REMOVAL alleging missorted DPS mail (82

pieces) brought back to the Post Office instead of deviating to deliver the mail is reduced to a 7 DAY SUSPENSION and further reduced from two years to 3 months in OPF which will not be cited as a prior element in any subsequent discipline unless similar in nature.

58. 54-09-RW368. Informal A. Letter of Warning for failing to deliver express mail by the deadline (4 units late) is reduced to a discussion.

59. 54-09-RW313. Formal A. Letter of Warning alleging a failure to curtail mail as instructed is rescinded.

60. 54-09-RW367. Informal A. Letter of Warning alleging a failure to update the Edit Book is reduced to a discussion.

61. 54-09-RW362. Informal A. Letter of Warning alleging poor attendance is reduced to a discussion.

62. 54-09-RW363. Formal A. Letter of Warning alleging poor attendance is reduced to a discussion.

63. 54-09-RW321. Formal A. The 22 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

64. 54-09-RW343. Formal A. The 1017-B entry (unauthorized overtime) for 1.34 hours is hereby deleted from the Grievant's 1017-B log.

65. 54-09-RW354. Formal A. The 1017-A entry (DISALLOWED TIME) for 33 units is hereby deleted from the Grievant's 1017-A log and the Grievant is hereby paid for those 33 units.

66. 54-09-RW349. Formal A. The 4 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

67. 54-09-RW348. Formal A. The 21 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

68. 54-09-RW326. Formal A. The 28 units of tardiness will not be used

against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

69. 54-09-RW327. Formal A. The 27 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

70. 54-09-RW346. Formal A. The 11 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

71. 54-09-RW347. Formal A. The 7 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

72. 54-09-RW301. Formal A. The 9 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

73. 54-09-RW315. Formal A. The 27 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

74. 54-09-RW314. Formal A. The 16 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

75. 54-09-RW316. Formal A. The 31 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

76. 54-09-RW317. Formal A. The 47 units of tardiness will not be used

against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

77. 54-09-RW320. Formal A. The 25 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

78. 54-09-RW285. Formal A. Henceforth, management will notify the employee promptly as to whether their 3189 (revised schedule) is approved or disapproved. Management will provide the employee with a copy of the said 3189, upon request.

79. 54-09-RW324. Formal A. Management will cease and desist issuing discipline before a thorough and objective predisciplinary interview is done. Employees will be given a reasonable opportunity to defend themselves before discipline is initiated.

80. 54-09-RW325. Formal A. The 12 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

81. 54-09-RW303. Formal A. The 26 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

82. 54-09-RW304. Formal A. The 15 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

83. 54-09-RW295. Formal A. The 37 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

84. 54-09-RW296. Formal A. The 16 units of tardiness will not be used

against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

85. 54-09-RW297. Formal A. The 54 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

86. 54-09-RW298. Formal A. The 9 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

87. 54-09-RW322. Formal A. The 59 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

88. 54-09-RW363. Formal A. The 36 units of tardiness will not be used against the Grievant in any subsequent discipline. The Kenneth Lerch (Branch President) and Kathryn Harris (Rockville Postmaster) resolution dated September 17, 2007 will be complied with.

89. 54-09-RW379. Formal. 14 DAY SUSPENSION LETTER alleging an at fault vehicle accident is reduced to a Letter of Warning and further reduced from two years to 3 months in OPF. Management will not cite this discipline as a prior element in any subsequent discipline unless the charge is "at fault accident."

90. 54-10-RW004. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF. The Grievant agrees to complete 3996's in accordance with the M-41 handbook.

91. 54-10-RW002. Formal A. 7 DAY SUSPENSION alleging unauthorized overtime is reduced to a Letter of Warning and further reduced from two years to 6 months in OPF. The Grievant agrees to complete 3996's in accordance with the M-41 handbook.

92. 54-10-JYG03. Informal A. Letter of Warning alleging a failure to deliver express mail before noon (1:29pm) is rescinded.
93. 54-10-JYG04. Informal A. Letter of Warning alleging a failure to deliver express mail before noon (3:40pm) is rescinded.
94. 54-10-JYG02. Informal A. Letter of Warning alleging a failure to deliver express mail before noon (6:49pm) is rescinded.
95. 54-09-RW377. Formal A. Letter of Warning alleging that the Grievant switched a bump with another Carrier without approval is reduced to a discussion.
96. 54-09-RW378. Formal A. Letter of Warning alleging a failure to deliver express mail before noon (3:54pm) is reduced to 7 months and 2 days in OPF.
97. 54-09-RW399. Formal A. Letter of Warning alleging unauthorized overtime and returning to the office after 1800 (1872) is rescinded.
98. 54-09-RW406. Informal A. Letter of Warning alleging unauthorized overtime and returning to the office after 1800 (1854) is reduced to a discussion.
99. 54-09-RW405. Formal A. Letter of Warning alleging unauthorized overtime and returning to the office after 1800 (1840) is rescinded.
100. 54-09-RW375. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Two NON-ODL's are hereby awarded an additional 250 percent for a total of 3.60 hours and 2 ODL'S are hereby paid a total of 3.60 hours of overtime.
101. 54-09-RW373. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). Two NON-ODL's are hereby awarded an additional 250 percent for a total of 4.88 hours and 4 ODL'S are hereby paid a total of 4.88 hours of overtime.
102. 54-09-RW390. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP.
103. 54-09-RW392. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP.
104. 54-09-RW381. Formal A. The 8 hours of AWOL is hereby changed to 8

hours of EAL.

105. 54-09-RW387. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of LWOP.

106. 54-09-RW395. Formal A. Grievant, a TE, is hereby paid 4 hours of guaranteed time due to management telling the Grievant to go home after reporting for duty at the scheduled time.

107. 54-09-RW397. Formal A. The 1017-B entry (unauthorized overtime) for 72 units is hereby deleted from the Grievant's 1017-B log.

108. 54-09-RW389. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

109. 54-09-RW385. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

110. 54-09-RW391. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

111. 54-09-RW388. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

112. 54-09-RW384. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

113. 54-09-RW383. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

114. 54-09-RW386. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

115. 54-09-RW382. Formal A. The 8 hours of AWOL is hereby changed to 8 hours of EAL.

116. 54-09-RW370. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 1.88 hours and one ODL is hereby paid 1.88 hours of overtime.

117. 54-09-RW396. Formal A. ESCALATING REMEDY. Management violated Article 8 Section 5G (overtime rules). A NON-ODL is hereby awarded an additional 250 percent for 83 units and one ODL is hereby paid 83 units of overtime.

118. 54-09-RW393. Formal A. We took the position that management violated Article 8 Section 5G (overtime rules). We withdrew the grievance because the NON-ODL'S did not submit 3996's.

119. 54-09-RW371. Formal A. We took the position that management violated Article 8 Section 5G (overtime rules). We withdrew the grievance because the NON-ODL'S did not submit 3996's.

120. 54-09-RW398. Informal. Henceforth, supervisor Shawn Edwards will maintain professionalism and will treat the Grievant with dignity and respect.

121. 54-10-VW02. Informal A. Letter of Warning alleging that the Grievant took his office break with the wrong group of Carriers is rescinded.

122. 54-10-VW03. Informal A. Letter of Warning alleging a failure to follow instructions is rescinded. (Failed to give vehicle key to VOMA- Grievant did not hear the announcement over the intercom.)