

Labor/Management Meeting

1) Union time.

Management will grant Union time within 48 hours of a Steward's request unless all ODL Carriers and CCA Carriers work 10 or more hours on the days Steward time is requested. In such a situation, management will convey to the requesting Steward the unavailability of coverage for their requested Steward time. The requested Steward time will be made available at the next opportunity as defined by this agreement.

2) Information requests.

Management will provide information to the Shop Stewards within 24 hours of the request.

3) Article 8.5G and the Letter Carrier Paragraph.

Most of the violations are occurring at the GMO and the Montgomery Village Office. Management will try and staff these offices better. If a violation of Article 8 occurs, the Acting Postmaster encourages resolution at the lowest level.

4) Relative Standing Roster/ regular Carrier seniority list.

These will be posted quarterly in accordance with the Gaithersburg LMOU.

5) Not clearing Carriers of accountables.

Carriers will be properly cleared in accordance with the M-41 and M-39 Handbooks.

6) Not signing for accountable mail.

Management will correct this problem. If certified or any special mail is found in the DPS, this mail should be delivered and not brought back to the Post Office. Service Talks will be given on this.

7) One day counts and the 1838-C.

24 hours notice will be given to any Carrier concerning "one day counts." 1838-C's will be used by the Carrier for "one day counts." Management will inform the Carrier of the results of any "one day count" within two business days of the count and a copy of the 1838-C will be provided to the carrier at that time.

8) Call-back policy violations.

Carriers unable to complete their assignment in the authorized time will call back to the office by 3:30 PM or as soon as they become aware that they will be unable to complete their assignment in the allotted time. Supervisors may ask the reason for needing the additional time, but performance related

discussions will not take place during such a call. Supervisors will inform the Carrier calling back to continue to carry the mail, return to the office with mail, or that assistance will be sent to them. If the Carrier is instructed to continue mail delivery, inherent in that instruction is that the time necessary to complete their assignment will be authorized, unless the Carrier does not have a reason for needing the additional time.

9) Untimely pay adjustments.

Pay adjustments will be completed within 14 calendar days of the signed settlement date. Payments will be received within 28 days. A copy of the pay adjustment will be provided to the Shop Steward immediately.

10) Route postings.

Route postings and awards will be e-mailed to Charles Clark and Kenneth Lerch. E-mail addresses were provided at the meeting.

11) Dignity and respect.

Carriers will be treated with dignity and respect. The Union and management will not always agree, but the Carriers will be dealt with in a professional manner. Everyone agreed that Letter Carriers deserve a reasonably good quality of work-life.

12) Route inspection at the Main Office.

The Union stated that COR is horrible and that some routes have become all business. The Union stated that the adjustments should have been done better.

The new language in the Gaithersburg LMOU concerning the requirement to use or cancel the entire week of vacation leave during the period July 4th week through Labor Day week will be read at Service Talks.

The following employees represented management at this meeting on June 27, 2014 and agreed to all items above numbered 1 through 12. Acting Postmaster Eric Waddy, Sheda Thomas (Diamond Farms) and Jarvis Johnson (Montgomery Village.) The following employees represented the Union at this meeting and agreed to all items above numbered 1 through 12. Union president Kenneth Lerch, Vice President Charles Clark, Steve Klein (GMO), Mathew Ackah (Diamond Farms) and Viktor Fraker (Montgomery Village).



Management
Eric Waddy
(A) Postmaster, Gaithersburg

Date

7/10/2014



Union
Kenneth Lerch
President NALC 3825

Date

7-10-2014